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ABSTRACT

To create the foundation for the development of a model curriculum for the 1990's for the training of Licensed Vocational Nurses (LVN), Napa Valley college conducted a statewide study comparing vocational nursing program curricula with employer requirements. To assist the study, an advisory committee was established, which included practicing nurses, and representatives from nursing programs, care provider agencies, and the licensing board. Through a series of questionnaires, data was collected from employers of vocational nurses (118 questionnaires returned out of 258 sent out), from accredited vocational nursing programs (47 questionnaires returned for a 60.8% response rate), and from currently employed LVN's (56 questionnaires returned for a 25% response rate). Five regional workshops were held in May and June 1990 with 85 nursing educators and administrators attending to validate the data and make recommendations for a model curriculum to meet current service needs, taking into account affirmative action concerns and requirements. Major findings of the study included the following: (1) the need for LVN's is increasing; (2) graduates are currently meeting the needs of agencies; (3) the need for LVN certification in intravenous therapy and blood withdrawal skills is increasing; and (4) there exists a need for student assistance in basic skills, English as a Second Language, and access to child care. Appendixes include extensive graphic data tables, the names of advisory committee members, and copies of the study questionnaires; model curriculum components are outlined. (JMC)

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JC 900487

COMPARATIVE STUDY OF VOCATIONAL NURSING CURRICULUM AND EMPLOYER REQUIREMENTS

Napa Valley College
October 1989-September 1990

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EXECUTIVE SUMMARY

Napa Valley College conducted a statewide project which addressed the need for a comparative study of the current vocational nursing curriculum in its relationship to current acute hospital and long term care health agencies utilization and need for vocational nurses.

Major findings as a result of this assessment were:

1. Programs should expand or at least maintain current enrollments as the need for Licensed Vocational Nurses (LVNs) will increase in the future.

2. The current graduates basically meet the needs of the agencies.

3. Greatest need for LVNs in the future will be in the areas of medical-surgical inpatient services, skilled nursing, rehabilitation units, outpatient services and home care settings.

4. Schools, colleges and agencies should work together to ensure that intravenous therapy and blood withdrawal courses are readily available to LVN graduates.

5. Opportunities for LVNs to articulate with ADN programs in a cost effective (artificial barrier- free) manner need to be expanded.

6. Scope of practice should be directly related to license not type of facility in which the licensee works.

7. Student characteristics identify need for assistance in basic skills, English as a Second Language (ESL) and access to child care.

8. Model LVN curriculum for the 90's should:

   a. retain medical-surgical nursing emphasis

   b. increase both theory and clinical in gerontology

   c. increase clinical in skilled nursing, rehabilitation units and home care settings.

   d. increase theory and clinical in managed care; team leading, leadership and organizational skills.

e. include objectives defining quality assessment and its impact on the practice of the LVN.

f. include theory and clinical objectives related to health teaching

g. increase theory and clinical objectives related to effective communications and assertiveness

h. retain or decrease maternity nursing clinical content

i. change pediatric clinical focus from acute inpatient to " sick child" outpatient

j. identify computer literacy as an exit skill

k. define the role of the vocational nurse in terms of the nursing process

l. address the needs of the ESL student

m. working knowledge of North American Nursing Diagnosis Associates (NANDA) nursing diagnosis

PROJECT GOALS AND OBJECTIVES

Overall goal of the project was to develop a model curriculum for the Vocational Nursing Program which meets the current employment needs of the acute and long term care service settings and the standards set by the regulatory agency and other accrediting bodies.

The long term objective is to assist students to articulate the nursing career ladder providing equal access to all.

The specific objectives were as follows:

1. Establish an Advisory Committee composed of representatives from vocational nursing programs, long term and acute care nursing administration, health occupations administration, practicing vocational nurses,Board of Vocational Nursing and Psychiatric Technician Examiners and Health Occupations Specialist from the Chancellor's Office.

2. Collect data from employers of vocational nurses in both the acute and long term care settings on current and future expectations of the role and functions of vocational nurses.

3. Collect data from currently accredited vocational nursing programs in terms of pre-requisites, unit and hour requirements, length of program and course content.

4. Collect data from currently employed vocational nurses who were licensed within the past three years in terms of their job roles and responsibilities.

5. Summarize the agency requirements for vocational nursing.

6. Compare assessment data from employers and vocational nurses to existing vocational nursing curricula and identified outcome competencies of the programs.

7. Conduct regional workshops of nursing administrators and nurse educators to validate data and make recommendations for a model curriculum which meets the current service needs in both the acute and long term care settings in California.

8. Ensure that the curriculum recommendations are non discriminatory; identify affirmative action issues that contribute to the widest possible inclusion of under-represented groups.

9. Disseminate model curriculum to nursing administrators, community college administrators, Associate Degree Nursing (ADN) and LVN program directors, nursing licensing boards and Chancellor's office.

EXPANDED OBJECTIVES

At the first meeting of the Advisory Committee the following recommendations were made which expanded the objectives of the project:

1. Expand the Advisory Committee membership to include a currently practicing licensed vocational nurse and a currently practicing associate degree nurse who articulated from a vocational nursing program.

2. Invite a nursing consultant from the BVNPTE to participate as a member of the Advisory Committee.

3. Expand the data base to include a questionnaire to vocational nursing graduates themselves.

4. Expand the data collected from the programs and agencies to include statistical information, not directly related to the development of a model curriculum, which would provide information which is needed by programs and agencies or which would provide direction for further study of vocational nursing.

DESCRIPTION OF ACTIVITIES AND TIMELINE OF OUTCOMES

Objective 1. Establish an Advisory Committee composed of representative of vocational nursing faculty, vocational nursing program directors, nursing administrators, and project monitor.

The Advisory Committee was established in October 1989. The membership was selected by asking the appropriate professional organizations for a representative. The original membership was expanded by the Advisory Committee to include a vocational nurse, a vocational nurse who articulated with an ADN program and a nursing consultant from the BVNPTE.

The Advisory Committee met four times: November, February, June and September.

Members of the Advisory Committee were very enthusiastic, knowledgeable and represented both nursing education and nursing administration in acute and long term care health agencies.

See Appendix B for Advisory Committee Membership.

Objective 2. Collect data on current expectations of vocational nursing graduates in both the acute and long term care setting as viewed by the employer.

The questionnaire to the health agencies was developed by the project director and consultant and reviewed and modified by the Advisory Committee. Starting January 1990 through July, 258 questionnaires were sent to a variety of health agencies. 118 responses were received.

See Appendix C for Agency Questionnaire.

Objective 3. Collect data on existing accredited vocational nursing programs.

The questionnaire to the programs was developed by the project director and the consultant and was reviewed and modified by the Advisory Committee.

The questionnaire was mailed to all of the programs in December 1989. Follow up phone calls were made by the consultant. A 60.8% return was received. Forty-seven programs returned the questionnaire.

See Appendix C for Program Questionnaire.

Objective 4. Collect data from recently licensed vocational nurses.

The questionnaire to the vocational nurses was developed by the project director and the consultant and reviewed and modified by the Advisory Committee.

The questionnaire was mailed to 225 nurses and 56 (24.9%) responses were received.

See Appendix C for Vocational Nurse Questionnaire.

Objective 5. Summarize regulatory agency requirements for vocational nursing programs.

Regulatory agency requirements were reviewed as the data were analyzed. The assumptions and conclusions incorporated these regulations.

Objective 6. Analyze and compare assessment data from employers, programs, vocational nurses and regulatory agencies.

The project director and the consultant reviewed and analyzed the data as it was collected. Data were shared and validated with agency and program staff at the cluster meetings. Data from the cluster meetings and from the questionnaires were shared with the Advisory Committee on a regular basis. Basic assumptions and tentative conclusions were shared with all groups. Final conclusions were validated by the Advisory Committee.

Objective 7. Conduct regional workshops for purpose of developing model curriculum patterns which meet current service needs and regulatory standards in both the acute and long term care setting.

Five regional workshops were held during May and June 1990 at the following sites: Santa Rosa Junior College, Sacramento City College, College of the Canyons, Chaffey College and the Grossmont Health Occupations Center. Over 85 nursing educators and nursing administrators attended this series of meetings.

Objective 8. Ensure that the curriculum recommendations are non-discriminatory; identify affirmative action issues which might contribute to the widest possible inclusion of under-represented groups.

Curriculum requirements apply equally to all students.

Of the 37 programs that reported on the ethnic background of the nursing students 38% were identified as minority. Approximately 88% of the students are women with 59% between the ages of 26-30. Access to child care, basic skills and ESL classes are important support services for vocational nursing students.

Objective 9. Disseminate report to college administrators, ADN and LVN directors, nursing administrators, licensing boards and Chancellors Office.

Completed.

SUMMARY OF DATA

The conclusions were derived from data collected from vocational nursing programs, employers of vocational nurses in both acute and long term facilities and from vocational nurses who were licensed within the past three years by means of three questionnaires. The information was validated through a series of cluster meetings with nursing educators and nursing administrators throughout the state and by the Advisory Committee. Refer to Appendix D for graphic display of findings.

The summary of the data is as follows:

1. The need for licensed vocational nurses will increase in the future.

   Of the 118 agencies sampled, 52.9% expect to hire more LVNs in the future. Nursing administrators in the acute care facilities are rapidly changing the mix from all registered nurse staffing to include utilization of both vocational nurses and nursing assistants in a team or module concept of nursing practice. The data from the project indicates that this mix might be 59% RN, 18% LVN and 23% Nursing Assistant. The department budget is the crucial factor which determines the actual staffing mix.

   Current vocational nursing programs should expand or at least maintain current enrollment in order to meet the increased demand for vocational nurses. In some locations new programs should be developed.

   The most significant factor which was cited as the reason for closing programs or not scheduling the classes was the lack of students. There will be a need to actively recruit students using various modalities.

2. The current graduates meet the needs of the agencies.

   Sixty-five percent of the agencies were very or extremely satisfied with the current licensed vocational nursing graduates. None were extremely dissatisfied.

   Agencies that were slightly dissatisfied were long term care facilities who needed an LVN with more management/leadership skills.

   Of the 56 vocational nurses surveyed, 93.4% were basically very satisfied or extremely well satisfied with their current job; 98% were basically well satisfied or extremely well satisfied with their preparation in their vocational nursing program.

   Vocational nursing programs should be told that they are doing a good job and urged to continue to maintain quality programs.

3. The need for vocational nurses to be certified in intravenous therapy and blood withdrawal skills is increasing.

   Of the 108 agencies responding, 8.3% currently require this certification prior to employment; 42.6% require certification concurrently with employment; 43.5% of the agencies currently do not require this certification. Nursing administrators feel that the need for this skill in all settings is increasing. Some administrators expressed their desire to have these skills included in the basic curriculum.

   Nursing educators almost unanimously disagreed with this recommendation on the basis that the current curriculum does not have enough hours to teach this information and that additional hours should not be added to the current programs. They recommended that this skill be taught concurrent with employment or at the time that the nurse will be using the skill.

   Additional recommendations were as follows: a) retain the IV certification and blood withdrawal courses as defined in Articles 8 & 9 of the VN Practice Act b) students should be advised to take course concurrently or immediately prior to employment c) schools, colleges and agencies should work together to ensure that the course is readily available to LVNs in each community.

4. Agency staff in both the acute and long term care facilities expressed the need for LVNs to have team leading, leadership and organizational skills. This component was identified by the agencies as number one in terms of additional skills they desired LVNs to perform.

   About 71.1% of the programs currently have a leadership component; 61% of the programs currently have a theory component; and 53.8% of the programs currently have a clinical component

   Current hours in theory range from 0-27; current hours in clinical range from 0-63.

   It was a unanimous recommendation that the leadership or the managed care component in the programs should be strengthened.

   The LVN should know the basic principles of team leading and how to be an effective productive team member. The LVN also needs to have the necessary skills to function as a team leader or care manager as they are expected to perform this role in the long term care setting. In order to acquire this skill it is recommended that VN students return to a long term care facility in a leadership/preceptorship role prior to completion of the program.

5. Agency staff expressed the need for LVNs to have additional skill in using all of the steps of the nursing process.

   Consistent with the philosophy that the scope of practice should be directly related to the license, not the type of agency in which the licensee works, vocational nurses should be able to implement all steps of the nursing process within the scope of that practice.

   Due to federal and state regulations or hospital policy, the scope of practice of the licensed vocational nurse may be limited in some health care facilities.

   See Appendix A for description of basic skills, knowledges and abilities that every vocational nurses should possess in terms of the nursing process.

6. Agency staff identified effective communication and assertiveness skills as desirable for the vocational nurse.

   Vocational nursing curriculum should include specific objectives on effective communication and assertiveness.

7. Computer literacy was identified as a necessary skill for the vocational nurse.

   Vocational nursing curriculum should ensure that graduates are computer literate to the extent that they can "work computers in the clinical setting."

   Computer skills could be taught as a separate required course either as a prerequisite or as part of the required curriculum. Most educators preferred "integrating computer simulations into program so students would learn this skill by doing"; thereby, making it an exit requirement for graduation.

8. All LVN curriculums should include some specific objectives defining quality assessment and the impact of these standards on the practice of the vocational nurse.

9. As hospital stays decrease the need for health teaching increases. The need for vocational nurses to have the skills to teach patients was identified as a current and future requirement by the health agencies.

   All LVN curriculums should include specific theory and clinical objectives related to health teaching.

10. Areas of greatest future clinical need for LVNs as defined by the health agencies were:

Medical-Surgical inpatient services	60%
Skilled nursing	56.4%
Rehabilitation units	26.4%
Outpatient services	22.7%
Home care	19.5%

11. Areas of least future clinical need for LVNs as defined by the health agencies were:
    Obstetrical services
    Pediatric inpatient
    Psychiatric nursing units
    Specialty services such as CCU, ICU, ER, OR

12. Curriculum recommendations based on the areas of greatest future clinical needs for LVNs are as follows:

    Retain medical- surgical nursing emphasis
    Increase gerontology/skilled nursing/rehab components
    Decrease maternity and inpatient pediatric content
    Change pediatric focus from acute care inpatient to sick child outpatient
    Increase clinical experience in outpatient/home care settings

13. Opportunities for licensed vocational nurses to articulate to the ADN program in a cost effective (artificial barrier free) manner need to be expanded.

    Additional nursing interventions identified by the agencies as desirable, e.g., piggy backs, IV meds, increased assessment skills, nursing process, nursing diagnosis, health teaching, and management are the concepts and skills that predominate in the second year of the ADN program or are those that the LVN is currently required to complete in the ADN program.

    Forty-six percent of the vocational nurses surveyed indicated that they plan to enter an ADN program; 33% indicated that they plan to enter a BSN program.

    Concern was expressed by both agency staff and nurse educators that the separation of skills, knowledges and job responsibilities between the two levels of nursing should continue to exist and that the licensed vocational nurse should not be required to perform responsibilities currently assigned to the registered nurse at the salary level of the vocational nurse.

14. Vocational nursing programs need to have special services available to assist students to succeed.

Twenty percent of the graduates surveyed indicated that English is a second language for them

Over 85% of the students in vocational nursing programs surveyed are women; 59.1% of the students are between the ages of 26-30 indicating the need for child care is most likely significant

Thirty-eight percent of the students surveyed were minorities

NEXT STEPS

Request has been submitted for a continuation contract to:

1. Develop an articulation model, free from artificial barriers, which would predict success for vocational nurses articulating with associate degree nursing programs.

2. Develop and publish a directory of articulation procedures, pre-requisites, placement and access for vocational nurses in specific community college associate degree nursing programs.

3. Develop a guide for recruiting and retaining underrepresented groups in vocational nursing programs.

4. Reassess model vocational nursing curriculum with results of expanded current data base from health agencies and vocational nurses; describe trends in changing employment.

APPENDIX A

NURSING PROCESS

The differentiated practice between the vocational nurse and the registered nurse is the level of expertise and independent action expected in each step of the nursing process and the recipient of the care. The test plan for both of the licensees is based on the nursing process.

The test plan for the LVN states "knowledge, skills and abilities essential for application of the phases of the nursing process to meet the NEEDS OF CLIENTS WITH COMMONLY OCCURRING HEALTH PROBLEMS HAVING PREDICTABLE OUTCOMES. The entry level vocational nurse acts in a more dependent role when participating in the planning and evaluation phases of the nursing process."

Title 22 states " Licensed vocational nurses may be utilized as needed to supplement registered nurses in ratios appropriate to patient needs".

JACHO identifies registered nurse and "other nursing personnel states: Job descriptions for each position classification of registered nurse and other nursing personnel must specify standards of performance and delineate the functions, responsibilities and specific qualifications of each class. Also states that the registered nurse is responsible for the nursing care plan.

The work setting dictates the practice that is expected of the vocational nurse. For example, in the skilled nursing and long term care setting,the vocational nurse is expected to act more independently than in the acute care setting due to the differences in the nursing staffing mix and recipients of the care. These differences, however, are being minimized in some acute care settings where the registered nurse staffing is being dramatically reduced.

ASSESSMENT:

It is expected that the licensed vocational nurse will be able to gather baseline data on the client by means of an admission assessment and a review of diagnostic tests.

The LVN should be able to perform a head to toe assessment and readily distinguish between normal and abnormal findings in all body systems.

Neurologic:
Glascow Coma Scale, speech, gait and posture, detect deficit in vision and hearing, history of headache, dizzy spells, pain.

Cardiovascular:
Blood pressure, apical and peripheral pulses.

Musculoskeletal:
Mobility, range of motion

Respiratory:
Pattern, rate, describe respiratory cycle, productive or non-productive cough.

Gastrointestinal:
Condition of teeth, gums, mucous membrane, presence of scars, appetite, bowel habits, presence or absence of bowel sounds, stools, distention, nausea, vomiting, weight.

Urinary:
Voiding patterns, amount, color, consistency, odor

Reproductive:
Breast, presence and absence of inflammation, discharge from vagina or penis
Male: circumcision.

Skin and Nails:
Texture, temperature, turgor, color, skin integrity (e.g., presence of lacerations, contusions, abrasions, open wounds, dermal ulcer, edema, rash or petechiae, skin eruptions).

Client Interview:
Reason for seeking health care

Diagnostic tests:
identify the diagnostic tests from the client's chart, look up the intent of the test and distinguish normal from abnormal test results

PLANNING:

Using the data base, the LVN will assist the RN in identifying and developing a nursing care plan addressing MAJOR problems of the client, identifying needs, goals and nursing interventions required to achieve the goals.

IMPLEMENTING:
Performs basic therapeutic and preventive nursing interventions as identified in the nursing care plan.
Provides a safe and effective environment
Assists client, significant others and/or health team members to understand the plan of care.
Reports and records information.

EVALUATING

Evaluates the client's response to the nursing care
Evaluates the extent to which the goals of the care plan are being achieved
Reports and records information

APPENDIX B

GRAPHIC DISPLAY OF DATA

PROGRAM INFORMATION

California VN Programs in Sample

Types of Programs

Types of Program	Sample		Statewide	
	Number	%	Number	%
Community College	31	68.9	46	62.2
Adult School	5	11.1	12	16.2
ROP	3	6.7	6	8.1
Private	5	11.1	8	10.8
Armed Services	1	2.2	2	2.7
TOTAL	45	100.0	74	100.0

Note: 60.8% return of surveys from 74 programs.

California VN Programs in Sample
LOCATIONS

Location	Sample		Statewide	
	Number	%	Number	%
Northern California	5	11.1	10	13.5
Central California	14	31.1	18	24.3
Southern California	26	57.8	46	62.2
TOTAL	45	100.0	74	100.0

Note: 60.8% return of surveys from 74 programs

California VN Programs in Sample
CHARACTERISTICS OF ENROLLED STUDENTS

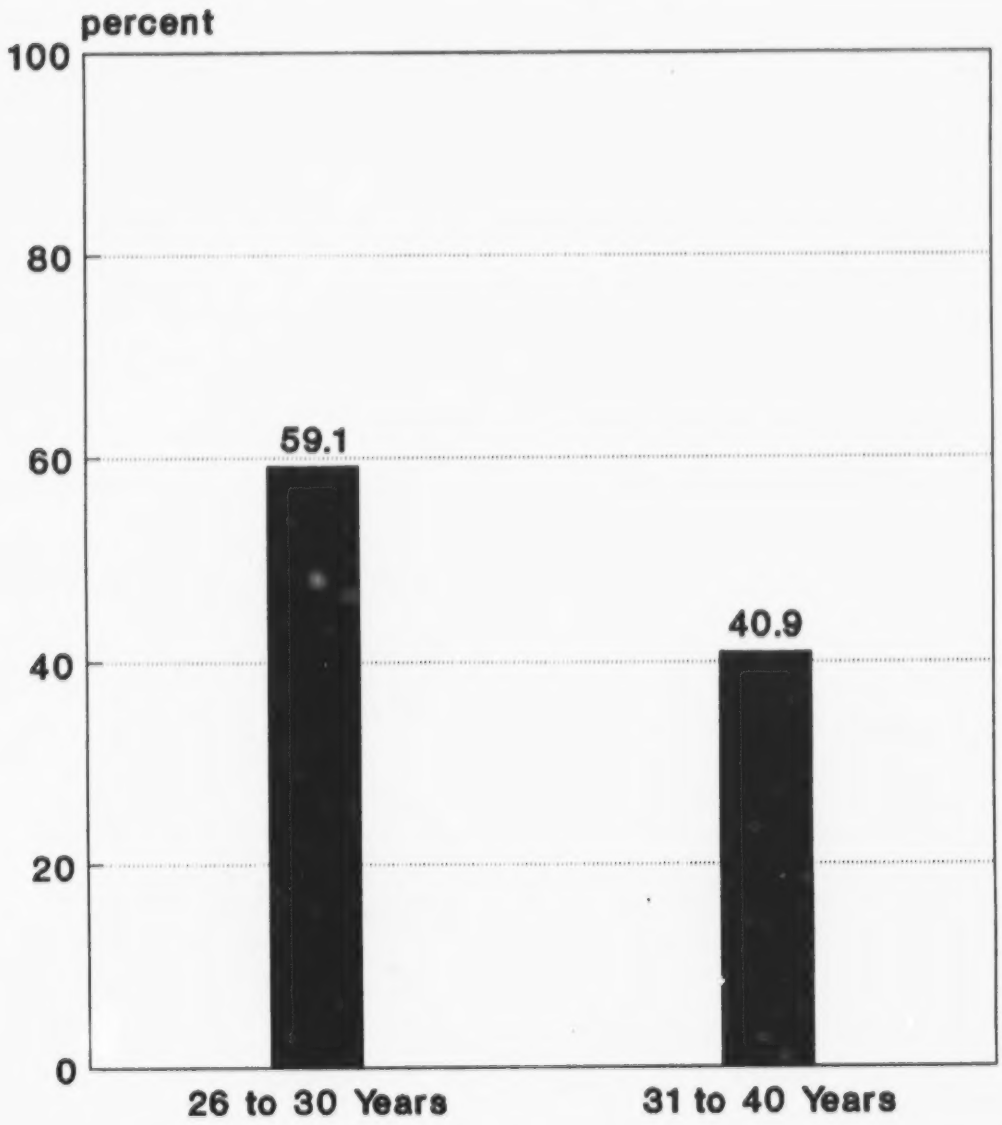
Sex	Number of Full-Time Students* Range	Mean	%	Number of Part-Time Students** Range	Mean	%
Male	0-50	5.1	12.3%	0-25	1.5	11.6%
Female	0-138	36.3	87.7%	0-145	11.4	88.4%
Total	0-152	41.4	100.0%	0-180	12.9	100.0%

* Number of Programs....44 (includes 2 programs with 0 full time enrollment)

** Number of Programs....12 (33 programs had 0 part time enrollment)

California VN Programs in Sample

Age of VN Students



Number of Programs: 44

California VN Programs in Sample
ETHNIC BACKGROUND OF VN STUDENTS

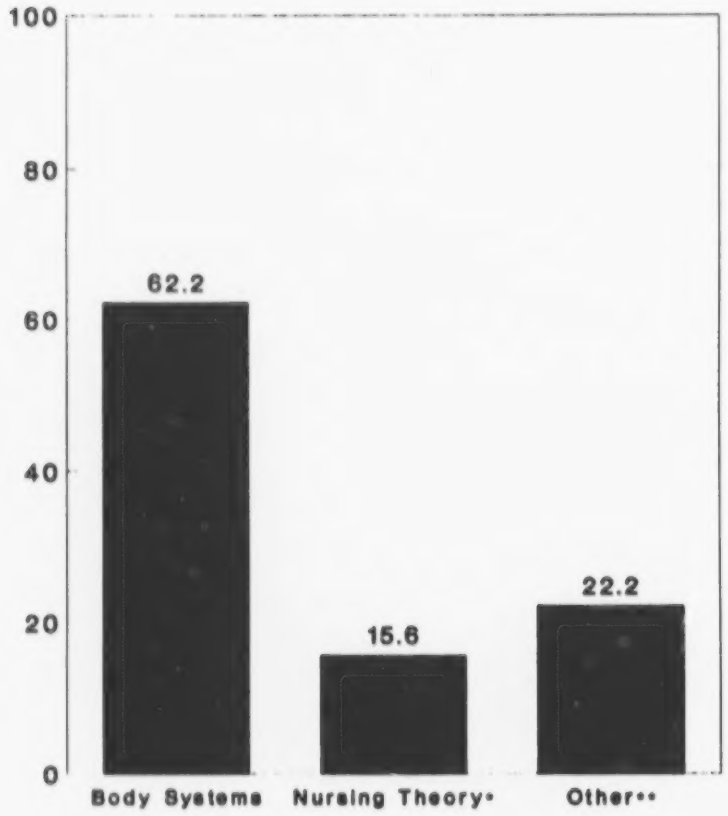
Ethnic Group	Range	Mean	Percent*
American Indian/ Alaskan	0-5	0.35	0.7
Asian	0-45	6.50	13.7
Black	0-37	5.05	10.6
White	0-91	29.03	62.8
Hispanic	0-28	5.27	11.1
Other	0-8	0.42	0.9

Number of Programs..... 37

*Note: % of each ethnic group in VN program enrollment. Total of 1755 students.

California VN Programs in Sample

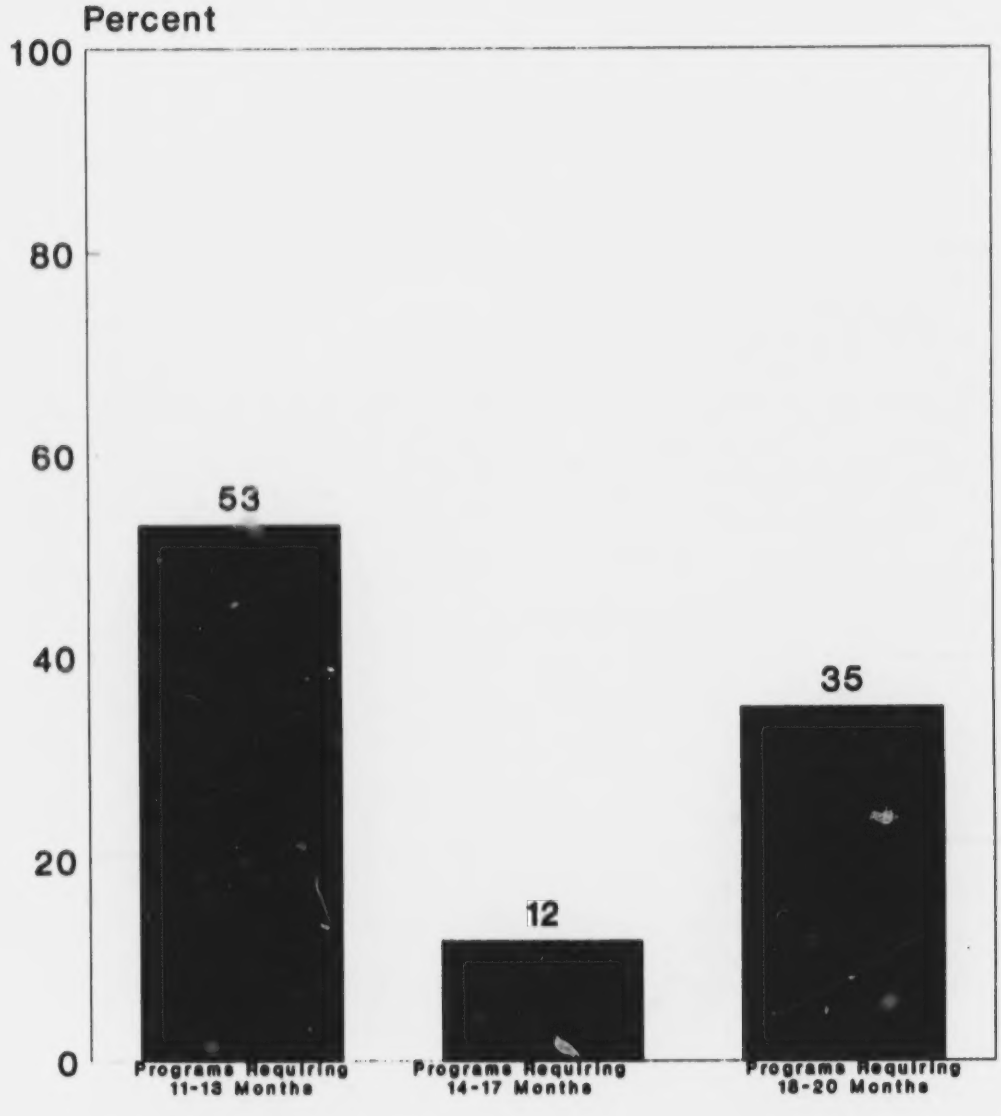
CURRICULUM FRAMEWORK



* Nursing Theory included Orem(4), Roy(2), or unspecified(1)
**Others included Erikson, Maslow, Nursing Process, Change Theories, Homeodynamics, Systems Theory, Communication Theory, Teaching, Management or combinations of the above.

California VN Programs in Sample

LENGTH OF PROGRAM

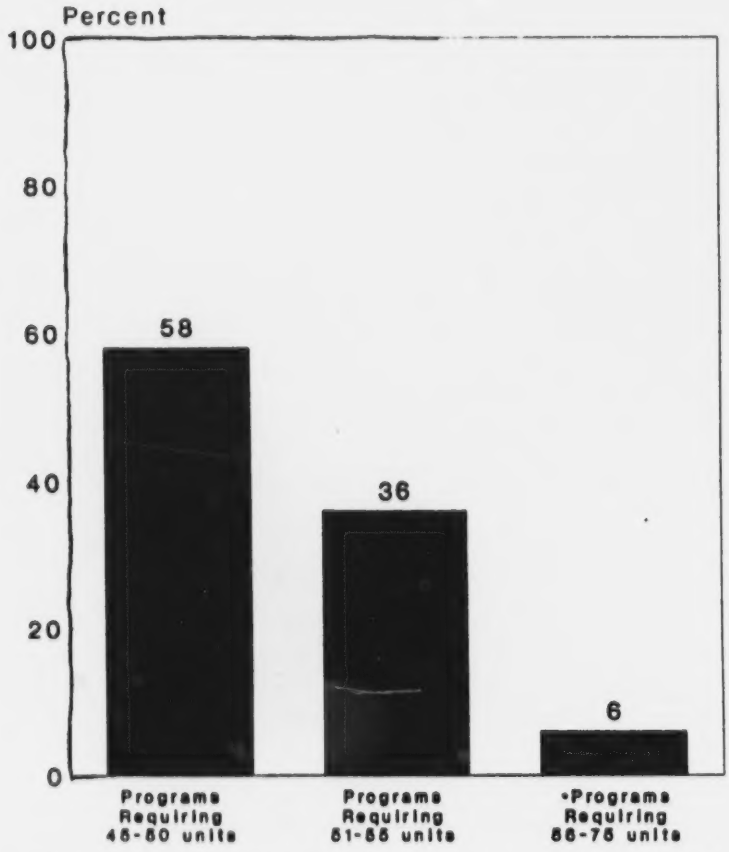


Mean Number of Months...14.6
Mode Number of Months...12
Median Number of Months...13

Number of Programs...45
Range of Months...11-20

California VN Programs in Sample

UNITS REQUIRED



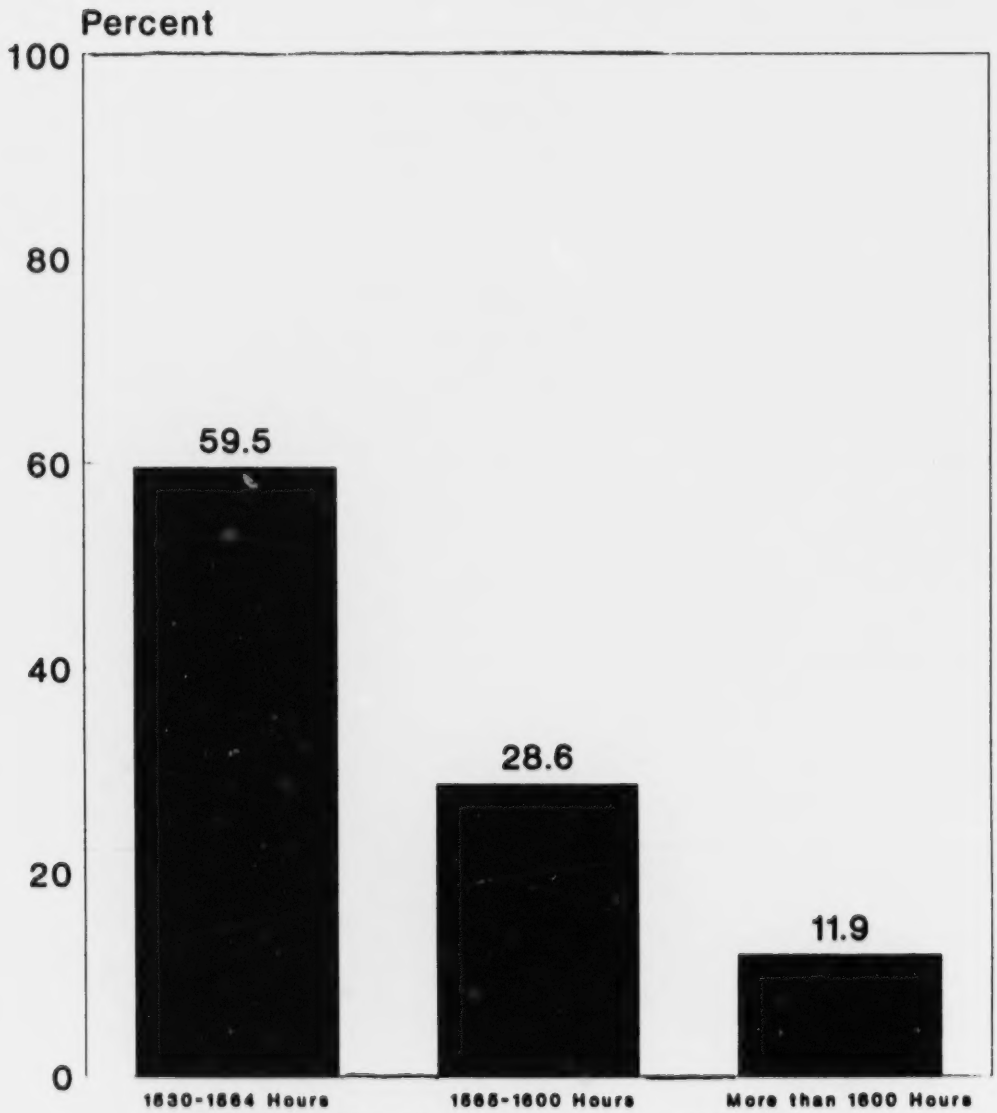
Mean Number of Units..52
Mode Number of Units..50

Number of Programs..33
Range of Units..45-75

•Note: Some programs use NATTS units which are not equivalent to other academic units.

California VN Program in Sample

HOURS REQUIRED



Number of Programs...42
•Mode...1530 Hours, 1548 Hours
Range...1530-1634 Hours

Mean...1561
Median...1556

•Note: Bimodal Distribution

California VN Programs in Sample

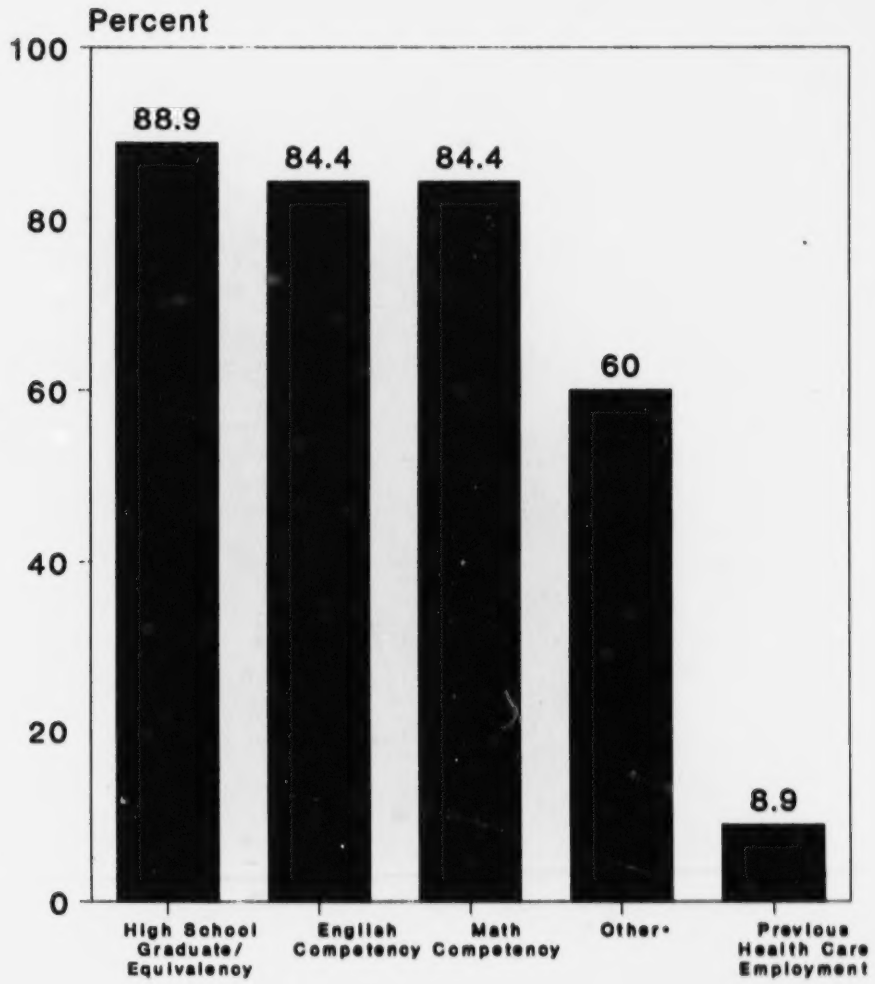
ADMISSION PATTERN

Admission Pattern	Frequency	Percent
Once a Year	10	22.2
Twice a Year	10	22.2
Every Third Semester	10	22.2
Other*	15	33.3
TOTAL	45	99.9%

*Every other year/on demand

California VN Programs in Sample

ADMISSION REQUIREMENTS

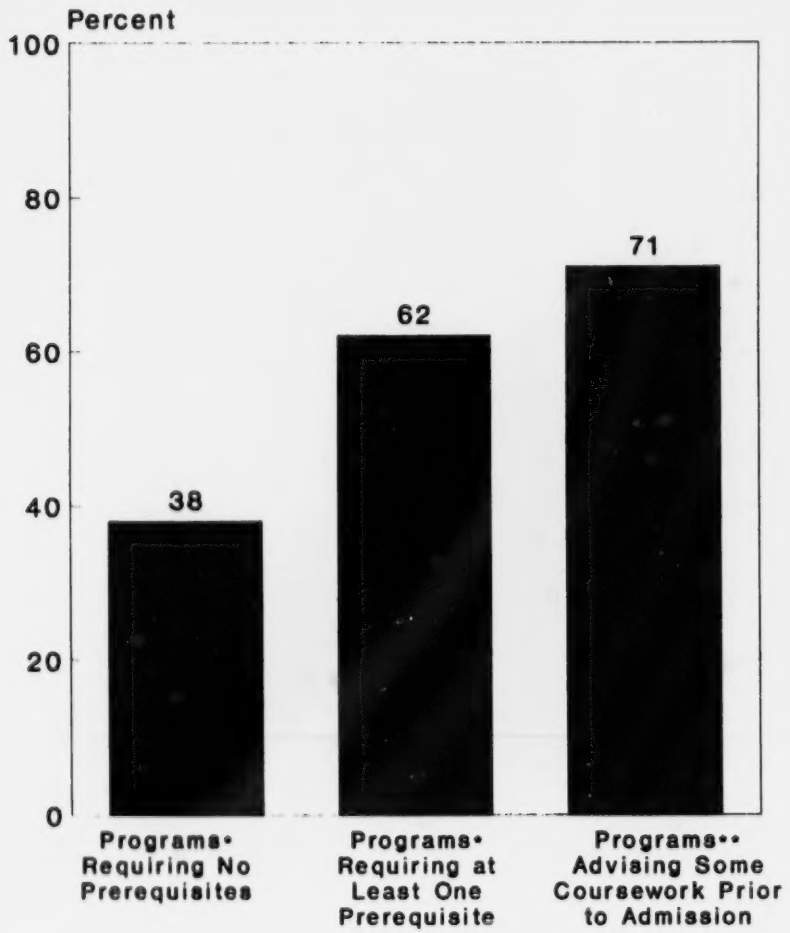


Number of programs..45

Note: Other includes Reading, Writing, Spelling Competency; 10th grade education; CPR; prerequisites of A&P, Nutrition, Psychology, Medical Terminology, applied pharmacology math; various aptitude and achievement tests; medical/health exam, immunizations. (Only 8 programs specified H.S. or college GPA of 2.0 or higher.)

California VN Programs in Sample

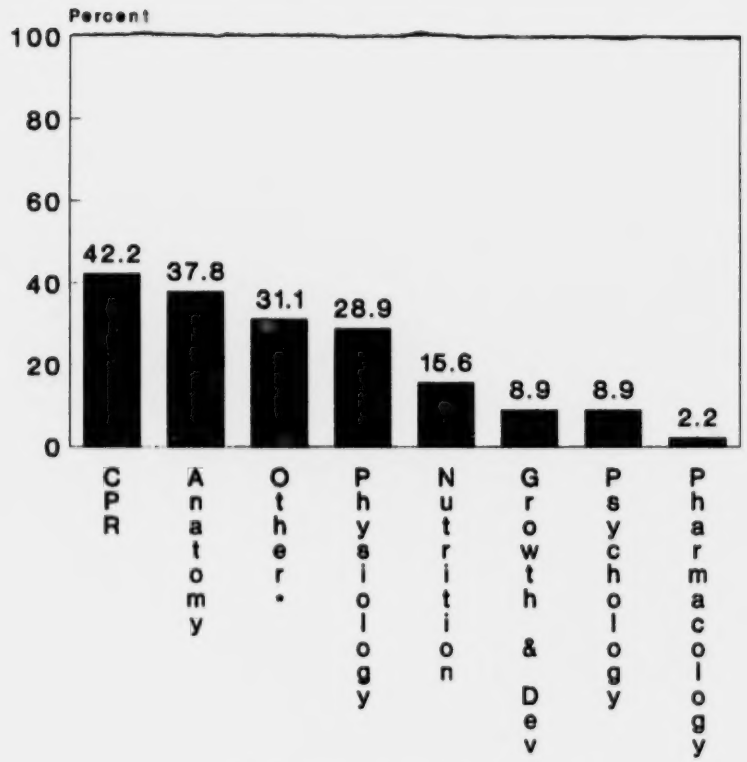
PREREQUISITE REQUIREMENTS



Note: •Number of Programs..45
••Number of Programs..38

California VN Programs in Sample

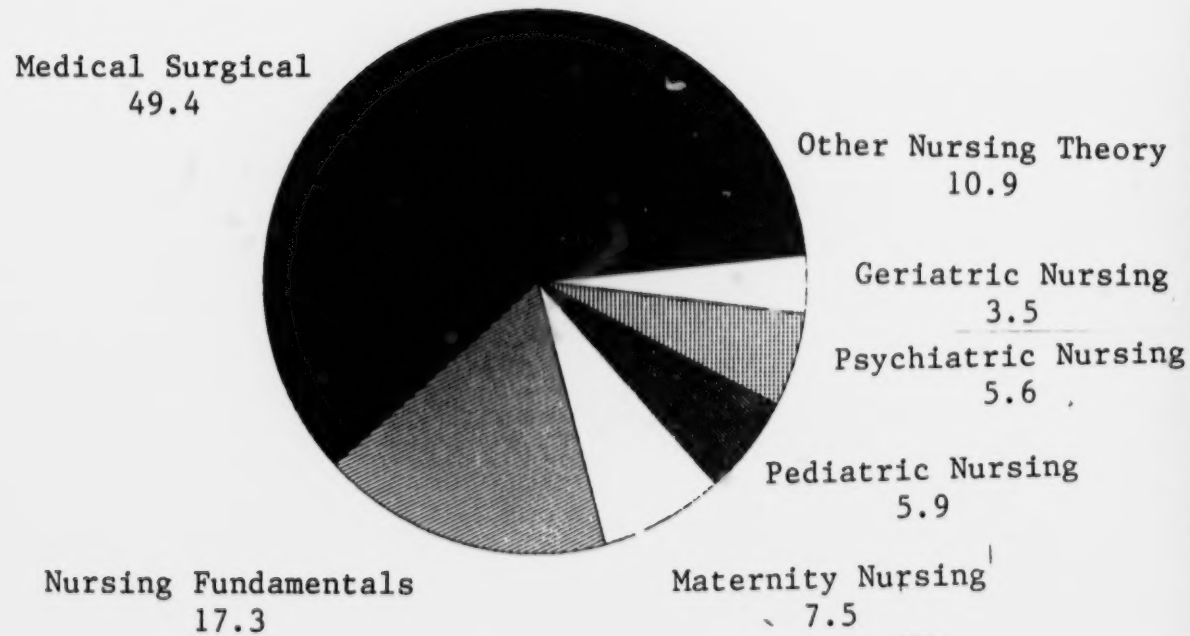
PREREQUISITES



Number of Programs...28

*Note: Other includes Medical Terminology, CNA or Nurse Assisting Course, Introduction to Health Science, Nursing Career Seminar or Advisement course, First Aid and Safety, Math, Pharmacology Math and English.

California VN Programs in Sample
NURSING THEORY HOURS

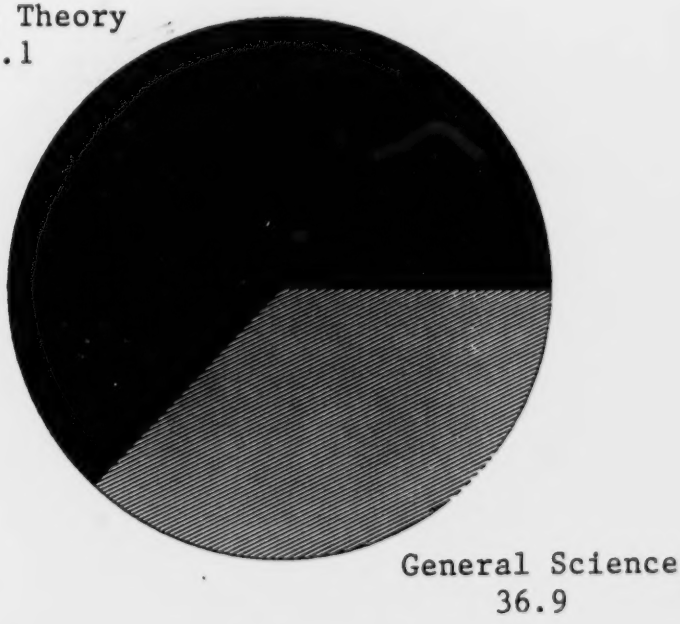


Number of programs varies from 31-44.

California VN Programs in Sample
NURSING THEORY HOURS

Nursing Theory Course	Range	Mean	Median	Mode	N
Fundamentals of Nursing Science	18-162	79	77	72	44
Medical-Surgical Nursing	57-437	225	210	108	43
Maternity Nursing	0-90	34	32	30	43
Geriatrics Nursing	0-54	16	17	0	31
Pediatric Nursing	0-49	27	24	18	42
Psychiatric Nursing	0-58	25	22	0	39
Other Nursing Theory	0-234	50	0	0	41

California VN Programs in Sample
THEORY HOURS



Nursing/General Science Hours

Number of programs varied from 31-44

California VN Programs in Sample

CLINICAL HOURS BY CONTENT

Clinical Area	Range	Mean	Median	Mode	N
Fundamentals of Nursing	5-378	190	168	324	43
Medical-Surgical	194-775	566	588	---*	41
Maternity Nursing	0-270	78	74	90	42
Geriatric Nursing	0-342	72	72	0	29
Pediatric Nursing	0-100	61	66	72	42
Psychiatric Nursing	0-135	15	0	0	36
Other Clinical Areas	0-58	9	0	0	41

*Note: All values have equal frequency of 1.

California VN Programs in Sample
CLINICAL HOURS IN SPECIALTY AREA

Clinical Setting	Range	Mean	Median	Mode	N
Medical-Surgical Inpatient	99-825	568	604	---*	34
Critical Care	0-56	11	0	0	39
Emergency Room	0-80	12	5	0	39
Same Day Care	0-40	7	0	0	35
Labor and Delivery	0-72	29	24	19	37
Postpartum	11-81	36	32	18	38
Pediatric Inpatient	0-81	43	48	0	37
Pediatric Outpatient	0-80	16	<1	0	39
Skilled Nursing	0-378	85	72	0	37
Rehabilitation	0-112	12	0	0	37
Psychiatric Nursing	0-66	6	0	0	41
Other	0-98	20	8	0	41

*Note: All values have equal frequency of 1.

California VN Programs in Sample
HOURS* IN BASIC SCIENCES COURSES

Course	Range	Mean	S.D.	N
Anatomy and Physiology	20-126	59	23	38
Psychology	0-54	43	15	37
Pharmacology	36-62	58	12	39
Nutrition	8-56	41	16	38
Growth and Development	6-54	37	17	36
Other	0-54	4	13	42

*Note: Clock hours in basic science courses.

California VN Programs in Sample
METHOD OF TEACHING BASIC SCIENCE CONTENT

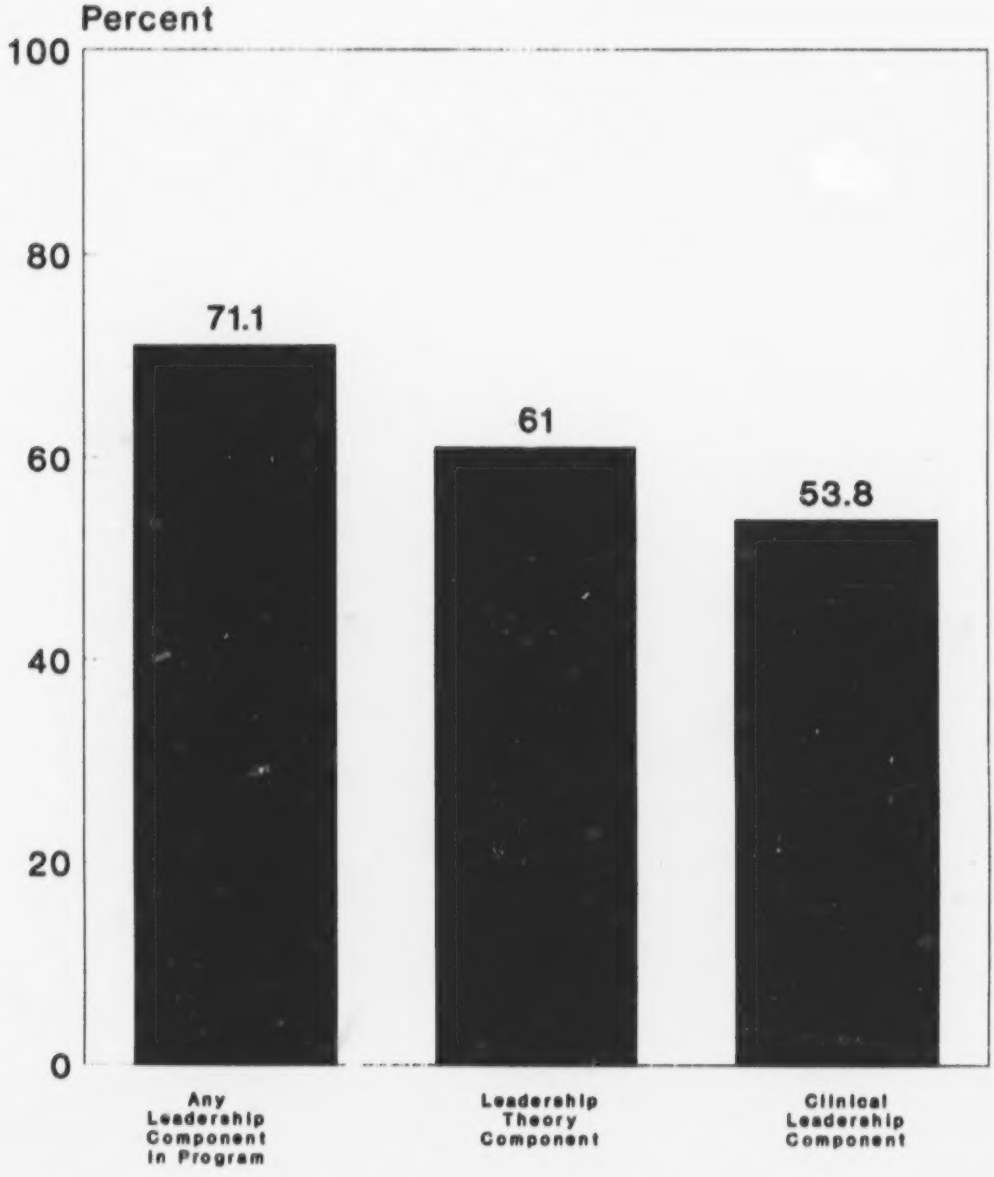
(Percent of programs using method)

Course	Method: Integrated with Nursing	Method: Separate Course	Method: Both	N	Total%
Anatomy and Physiology	15.6%	84.4%	--	44	100.0
Psychology	32.6%	62.8%	4.7%	43	100.1
Pharmacology	33.3%	42.2%	24.4%	45	99.9*
Nutrition	27.3%	56.8%	15.9%	44	100.0
Growth and Development	53.3%	44.4%	2.2%	45	99.9*

Note: *Total percentage does not equal 100% due to rounding

California VN Programs in Sample

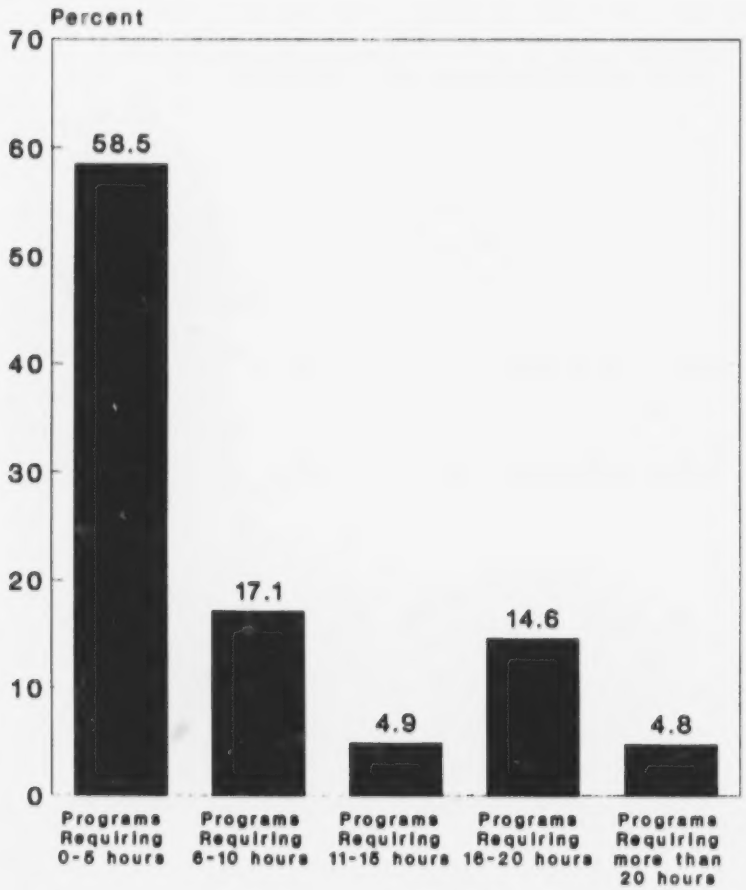
LEADERSHIP COMPONENT



Number of programs varied from 39 to 45.

California VN Programs in Sample

LEADERSHIP THEORY HOURS

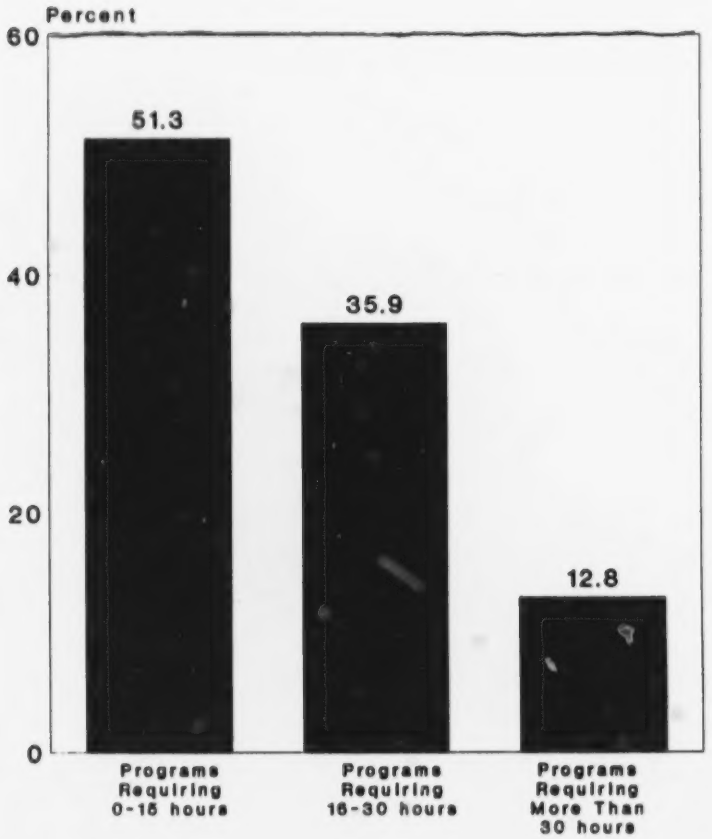


Number of Programs...41
Mode...0
Range...0-27

Median...4
Mean...6.4

California VN Programs in Sample

LEADERSHIP CLINICAL HOURS

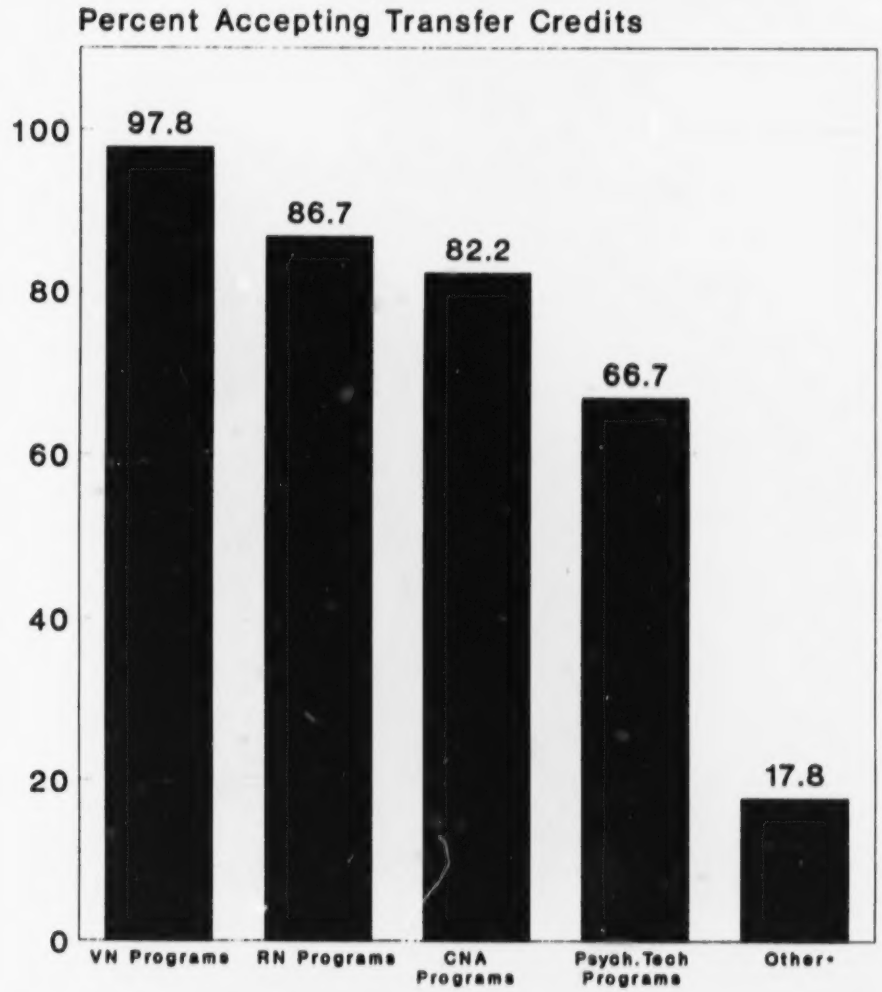


Number of Programs...39
Mode...0
Range... 0-63

Median...14
Mean...14.6

California VN Programs in Sample

TRANSFER CREDIT ACCEPTED



Number of Programs..45

*Note: Other includes challenge credit for Nutrition, A&P, standardized exams, Medical Assisting, any documented coursework (A&P, Nutrition, Pharmacology, Medical Terminology).

California VN Programs in Sample
SUPPORT SERVICES

Type of Service	% Available
State Scholarship Aid	64.4%
Local Scholarship Aid	73.3%
Loans	68.9%
Tutoring Aid	80.0%
Basic Skills Aid	73.3%
Counseling	86.7%
Peer Counseling	37.8 %
Learning Disability Service	73.3%
Child Care Services	64.4%
Overall Adequacy of Services	56.0% *

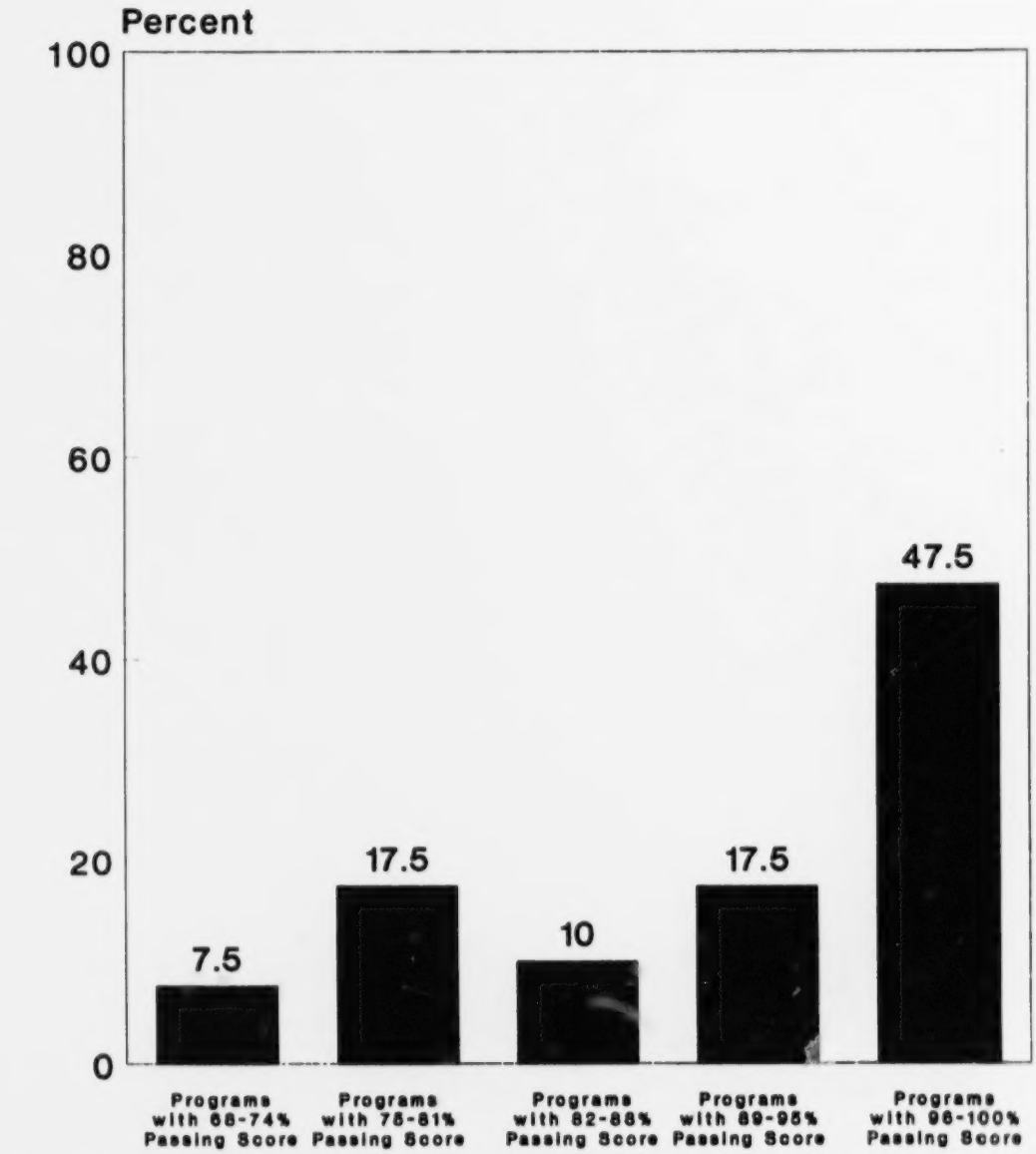
Number of Programs...45
*Number of Programs...41

California VN Programs in Sample
NCLEX: Last Year and Last Five Years

	Range	Mean	S.D.	N
Last Year	68-100%	90.7%	10	40
Five Years	50-100%	91.8%	11	38

California VN Programs in Sample

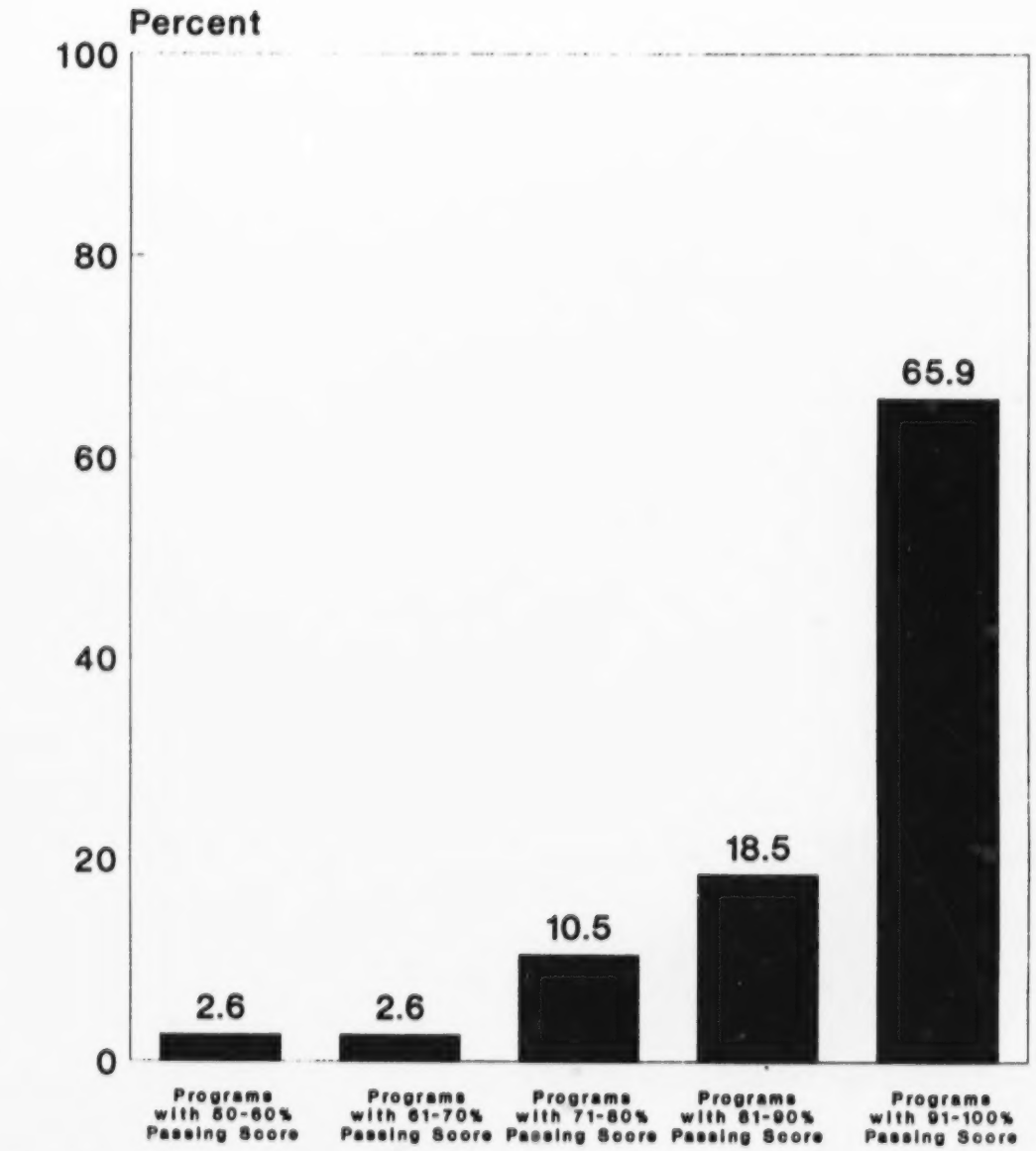
NCLEX RESULTS - Last Year



Number of Programs...40

California VN Programs in Sample

NCLEX - Last Five Years



Number of Programs...38

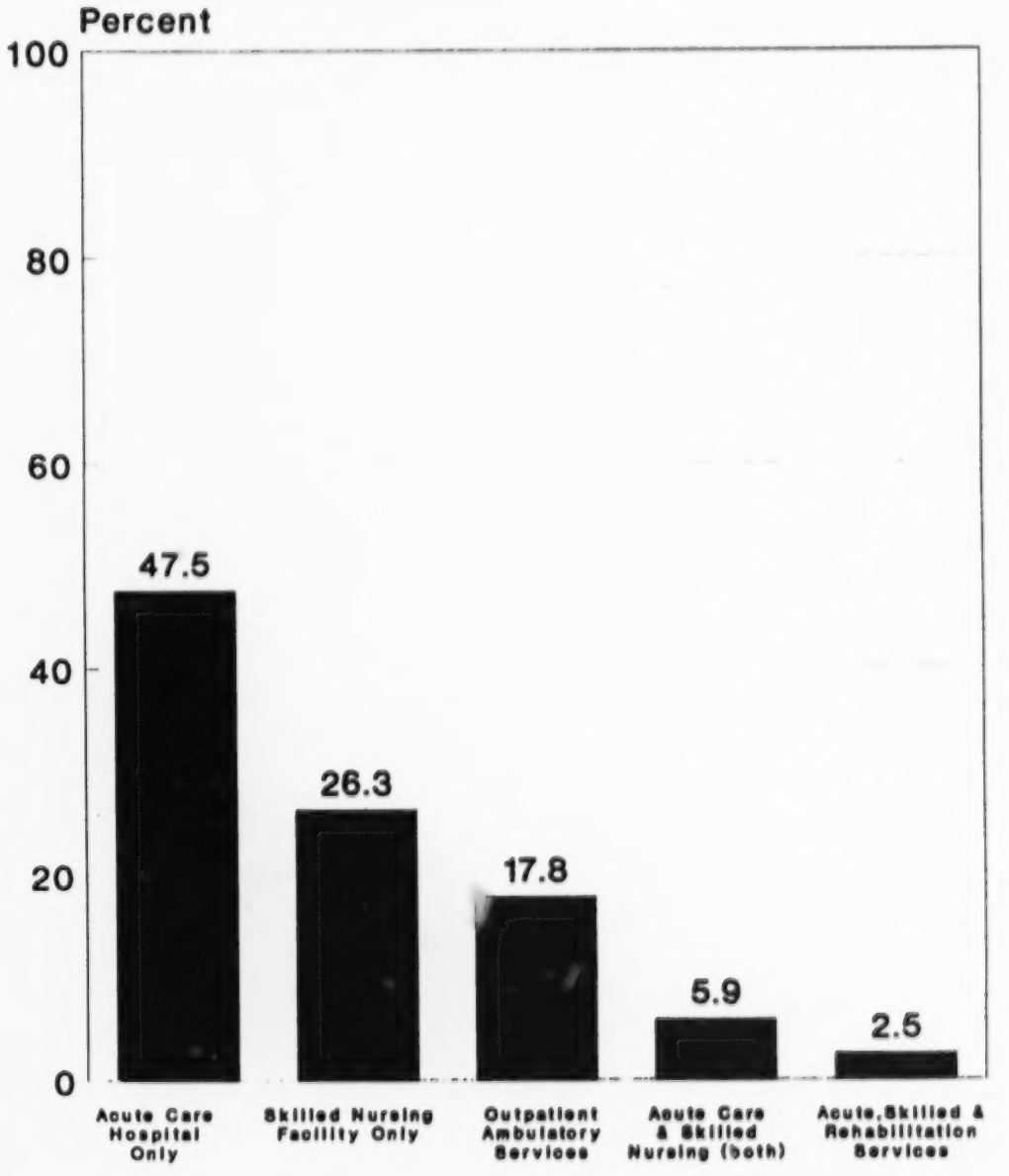
California VN Programs in Sample
Number and Educational Background of Faculty

Number of Full Time Faculty			
Educational Background	Range	Mean	N
Bachelor's Degree	0-7	1.9	44
Master's Degree	0-8	1.9	43
Other	0-2	0.34	44

Number of Part-time Faculty			
Educational Background	Range	Mean	N
Bachelor's Degree	0-8	1.3	43
Master's Degree	0-6	0.8	44
Other	0-3	0.5	44

AGENCY INFORMATION

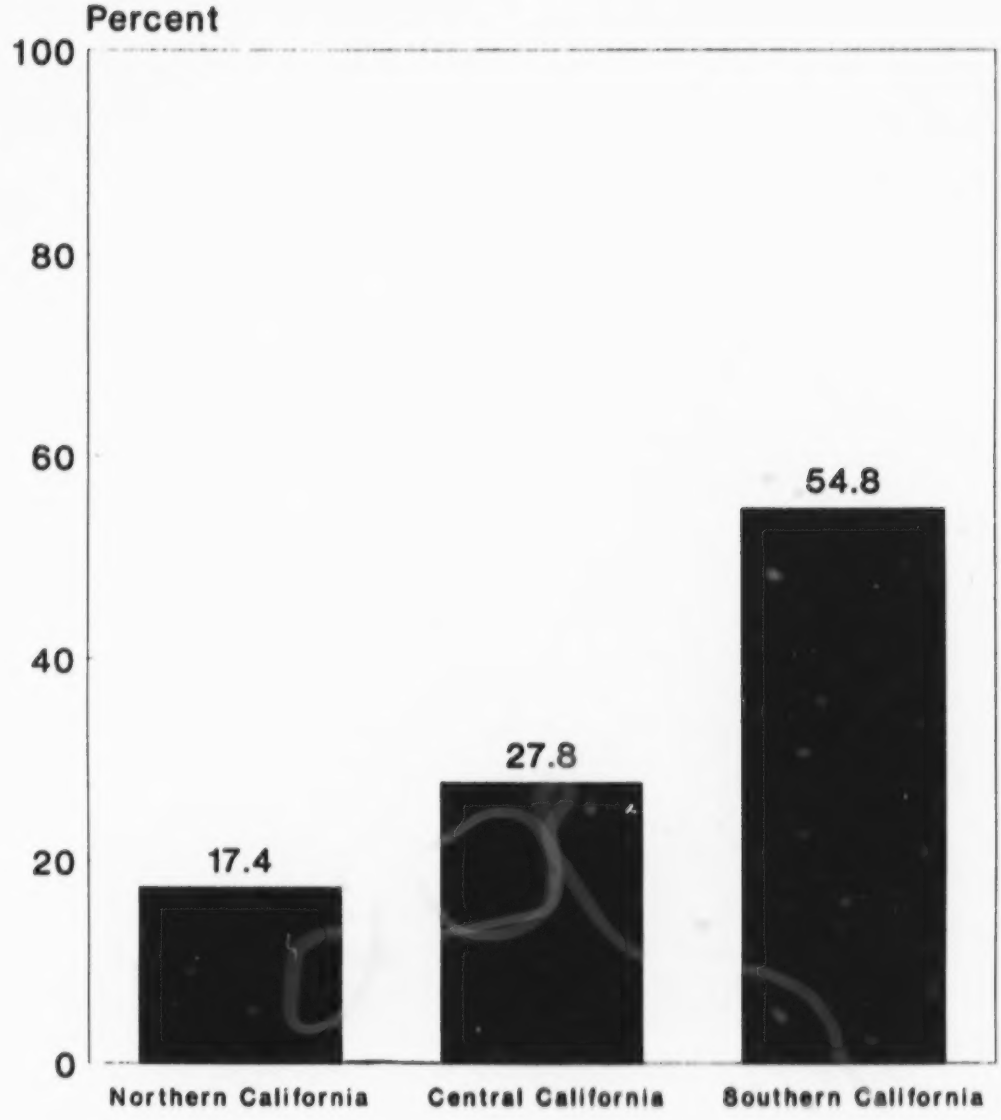
California Health Agencies in Sample
(Percent of Each Type of Agency)



Number of Agencies...118

Health Care Facility Sample

GEOGRAPHIC LOCATION



Number of Agencies...116

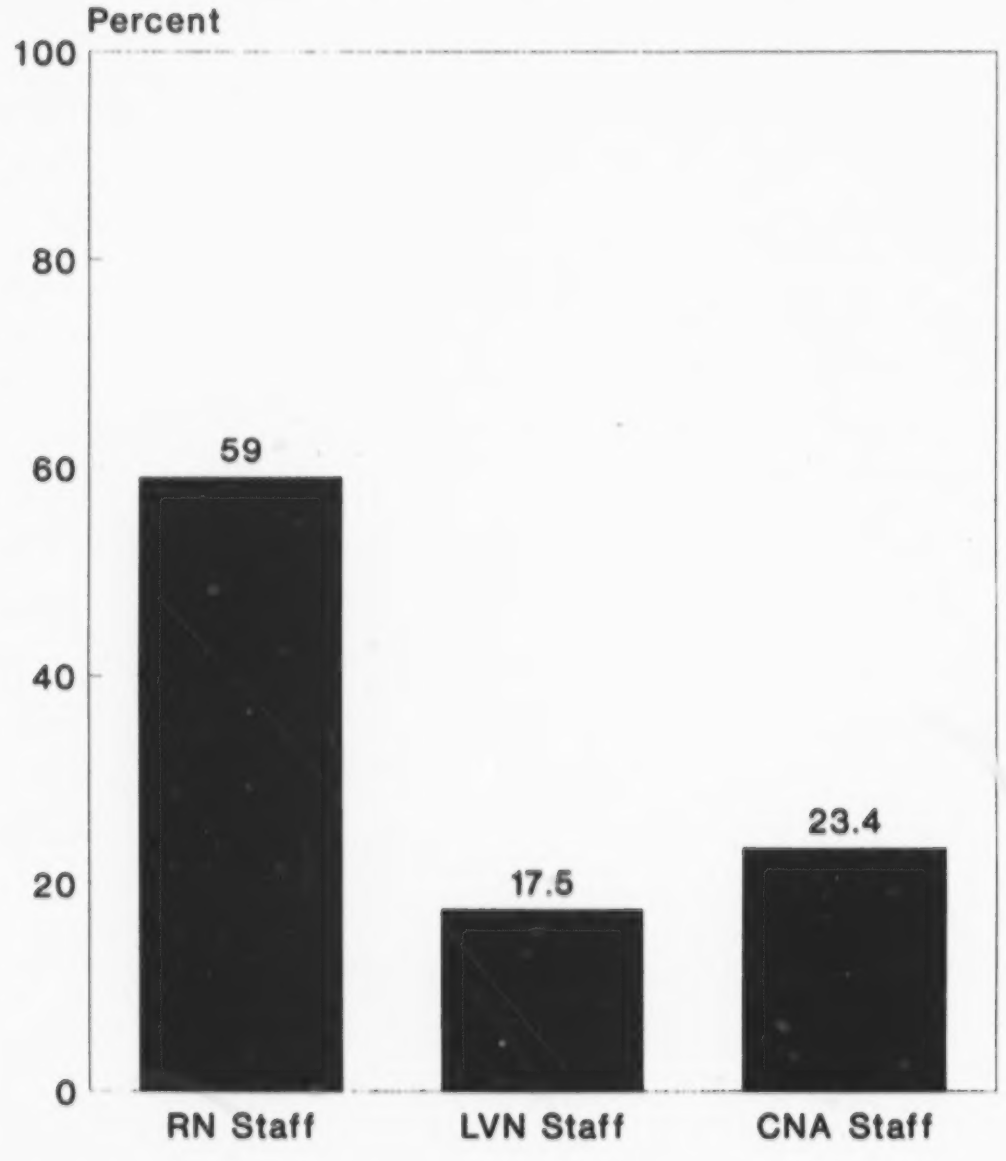
California Health Agencies in Sample

NURSING STAFF MIX

Type of Nursing Staff	Full Time	Part Time
Registered Nurses	59.0%	73.2%
Licensed Vocational Nurses	17.5%	14.7%
Nursing Assistants	23.4%	12.1%
Total	100%	100%

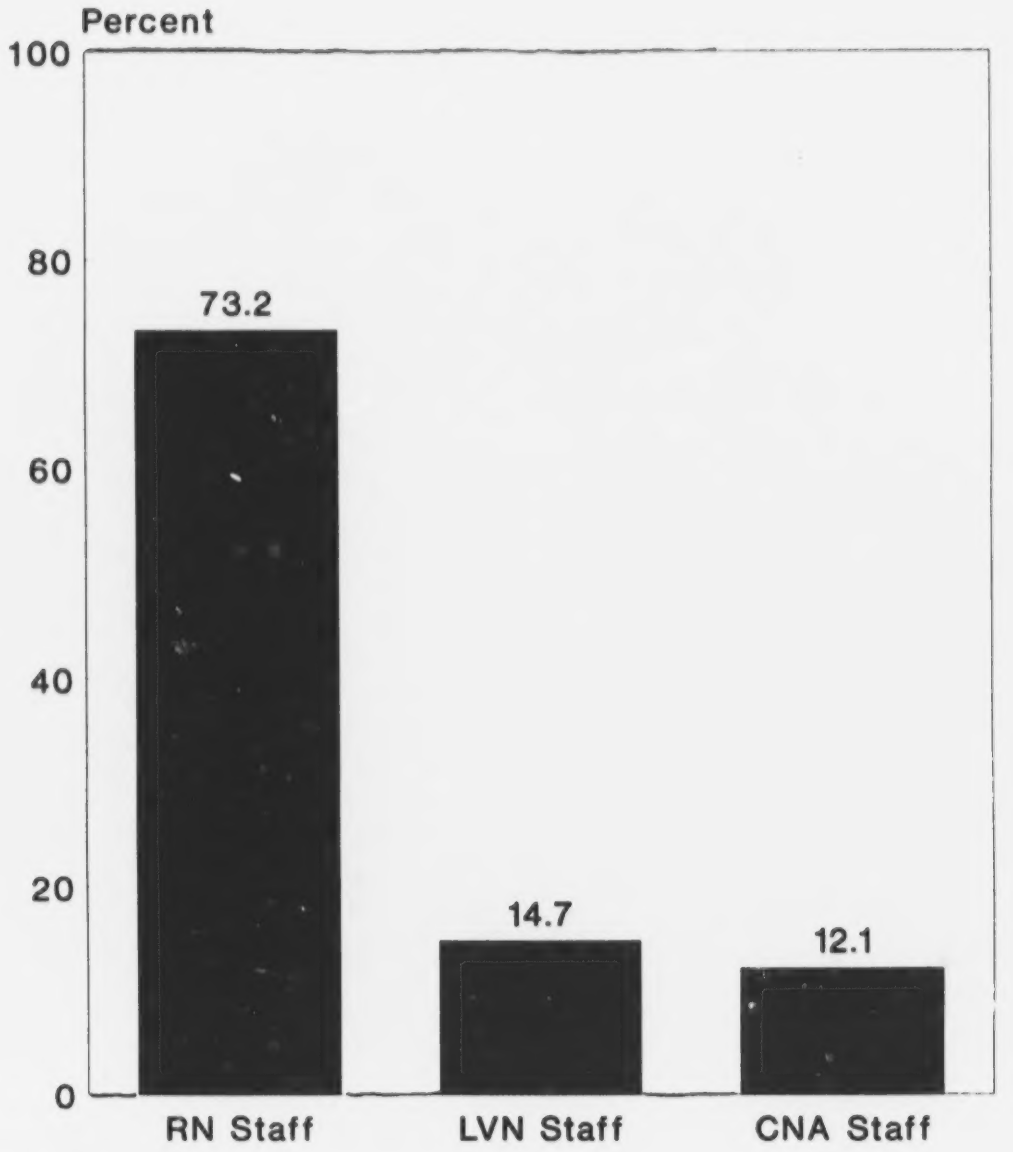
Number of Agencies...varied from 86-100

PERCENT OF TYPE OF FULL TIME STAFF TO HEALTH CARE AGENCIES



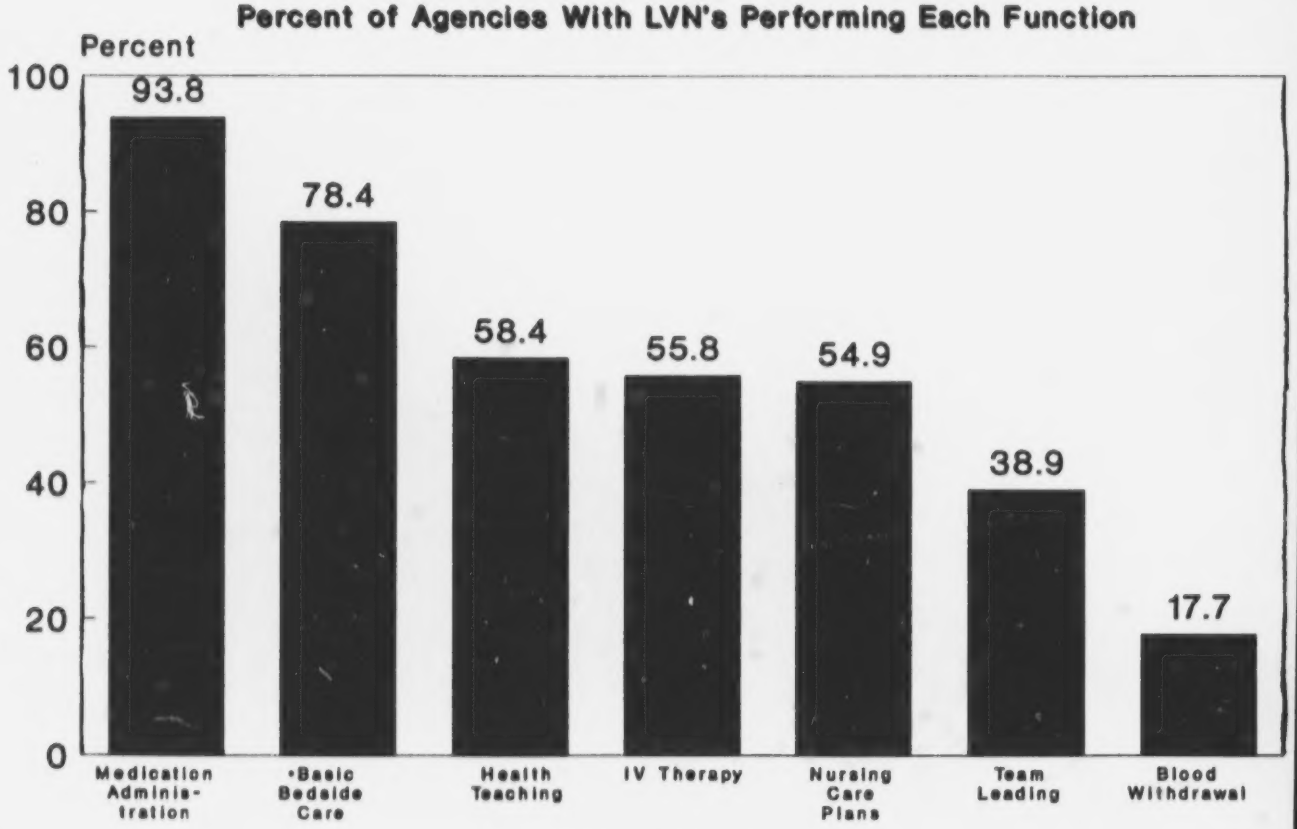
Number of agencies varied from 97-100

PERCENT OF TYPE OF PART-TIME STAFF IN HEALTH CARE AGENCIES



Number of Agencies Varied from 86 to 94

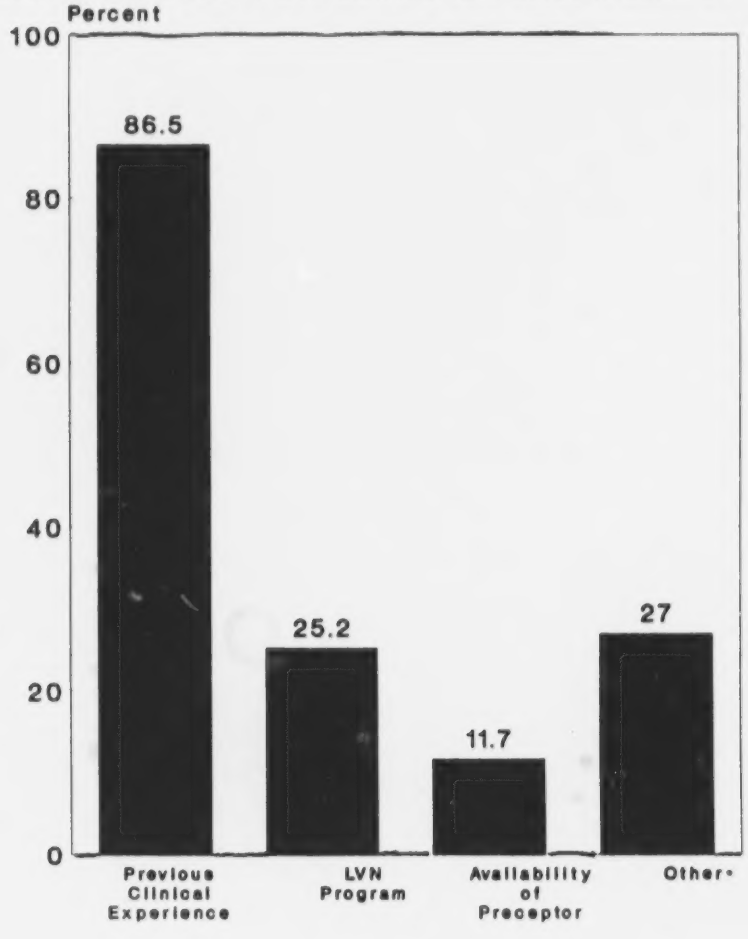
California Health Agencies in Sample
FUNCTIONS OF LVN'S



Number of Agencies...113
(Except Bedside Care...111)

California Health Agencies in Sample

CRITERIA USED FOR CLINICAL PLACEMENT OF LVN'S

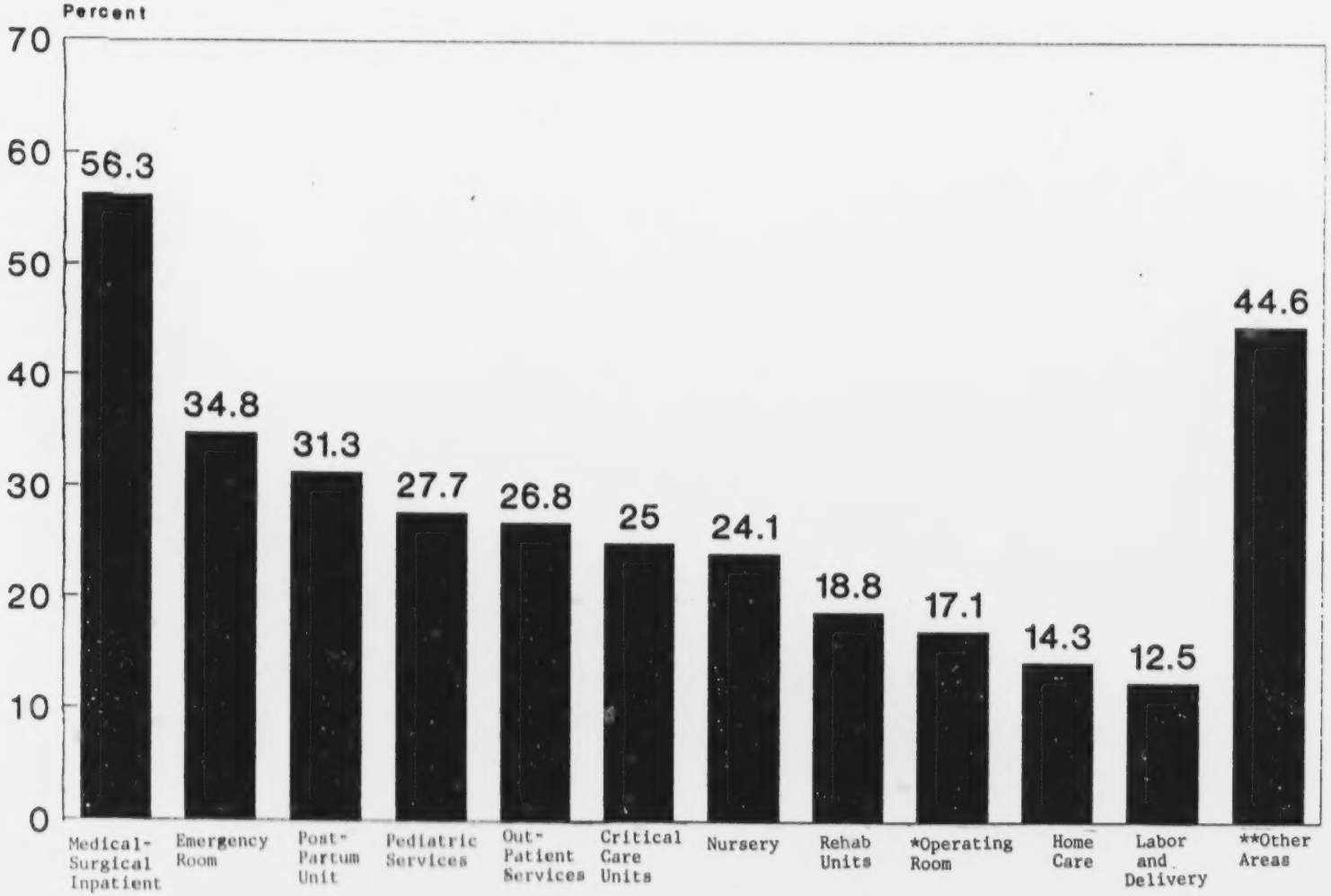


Number of Agencies...111

*Note: Other includes Patient Needs, Staff Mix, Interview Response, Staff Availability, Recommendation, Flexibility to work shifts as needed.

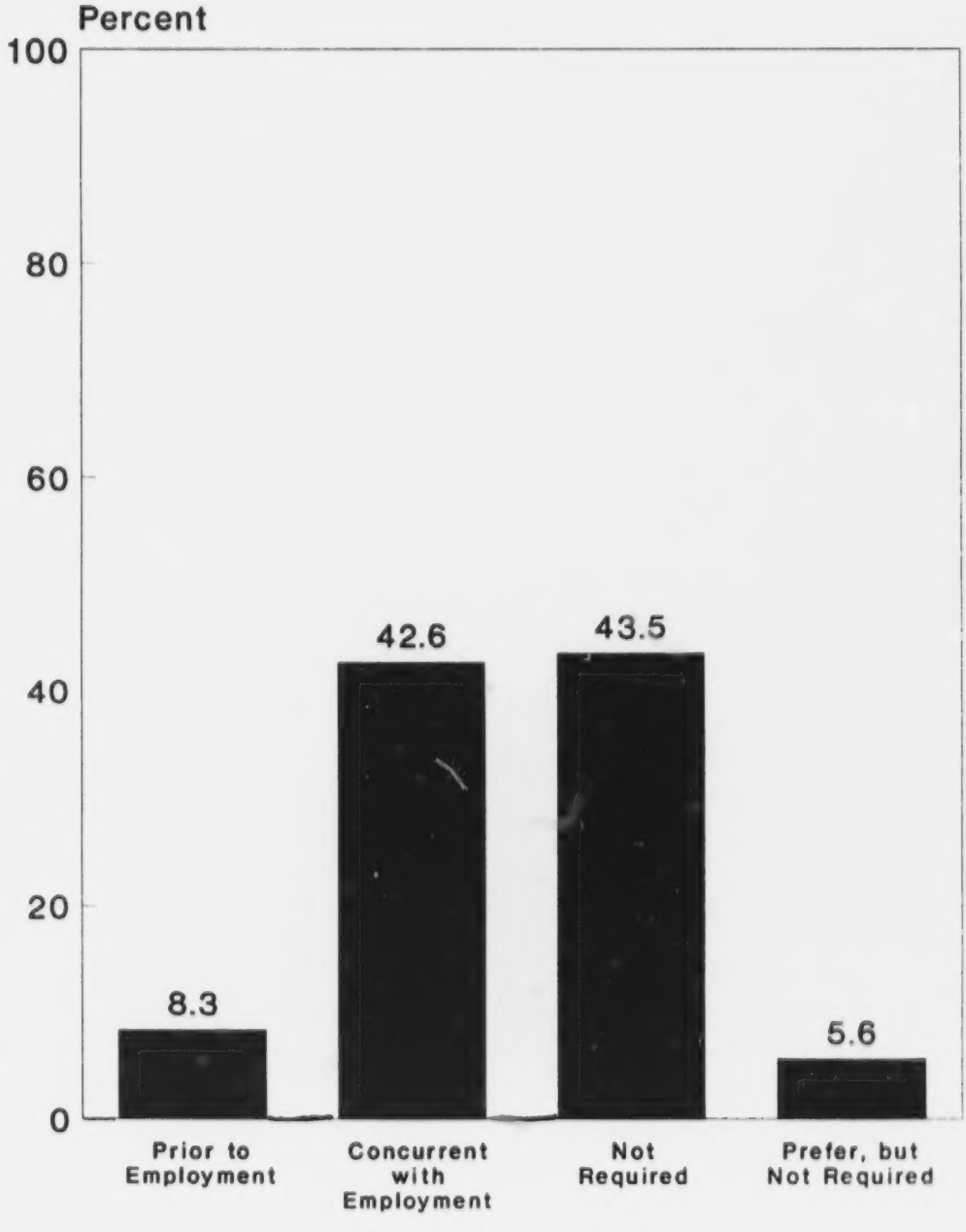
California Health Agencies in Sample

Clinical Specialty Area Assignment-LVN's



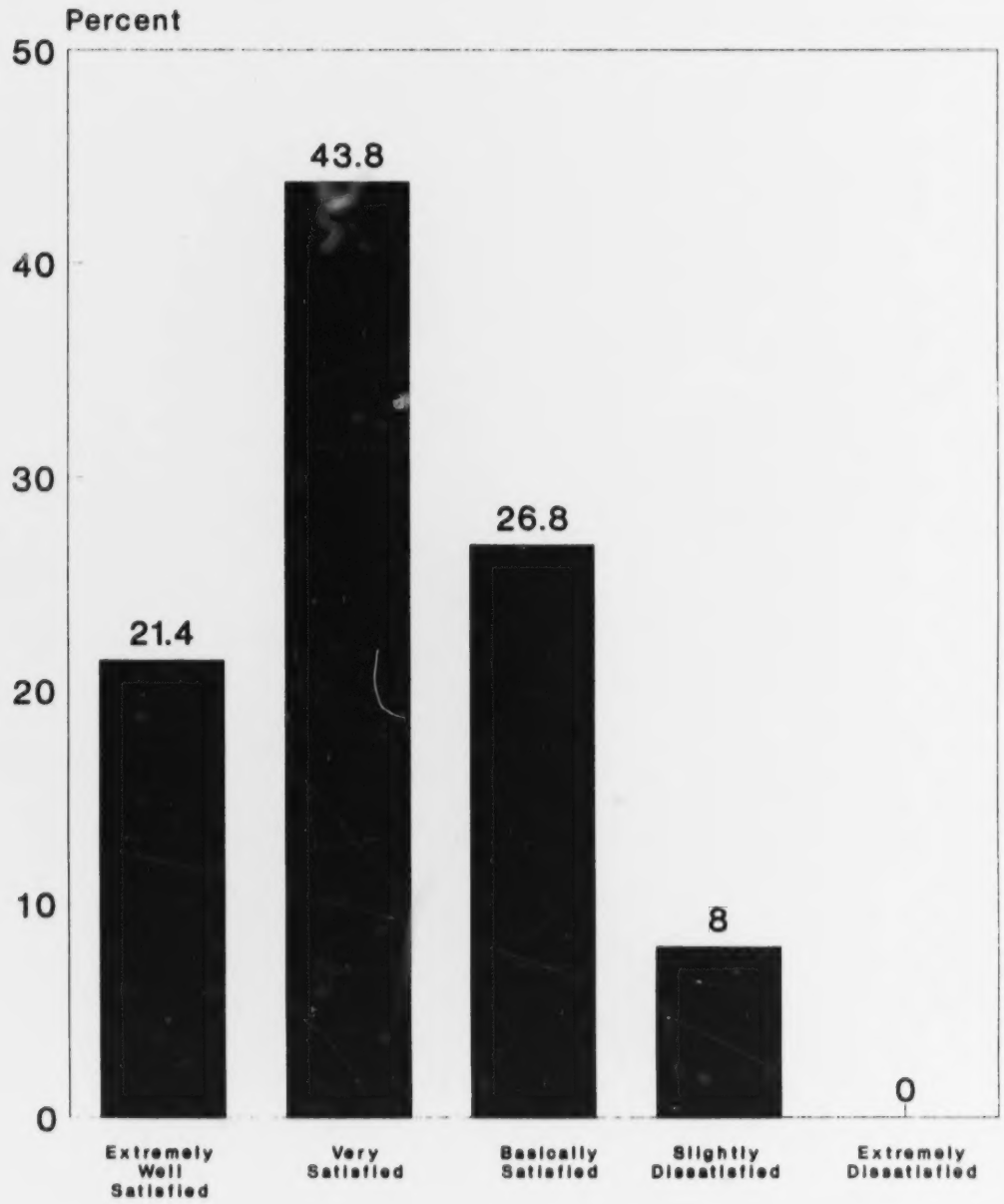
Number of Agencies..112 (except Operating Room..111)
Note: OTHER includes primarily skilled nursing units with some registry, hospice and AIDS assignments.

IV CERTIFICATION REQUIREMENTS FOR LVN'S



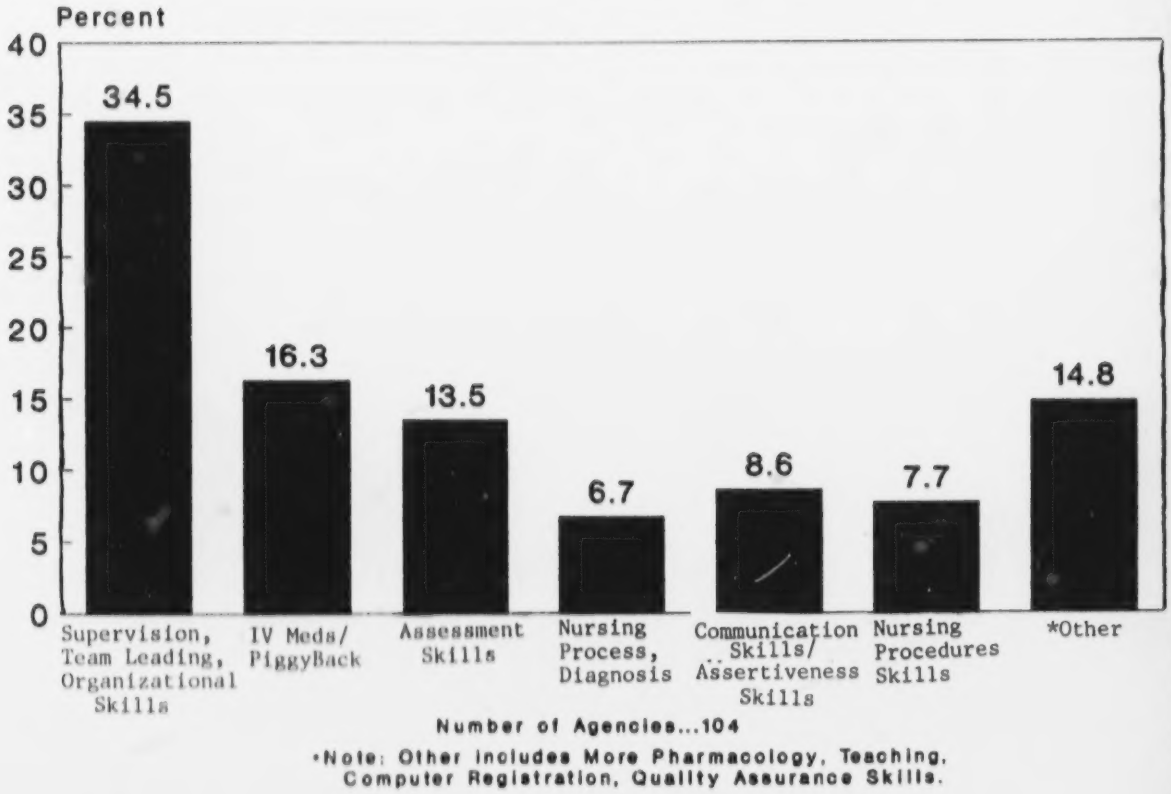
Number of Agencies...108

California Health Agencies in Sample
LEVEL OF SATISFACTION-LVN PERFORMANCE



Number of Agencies...112

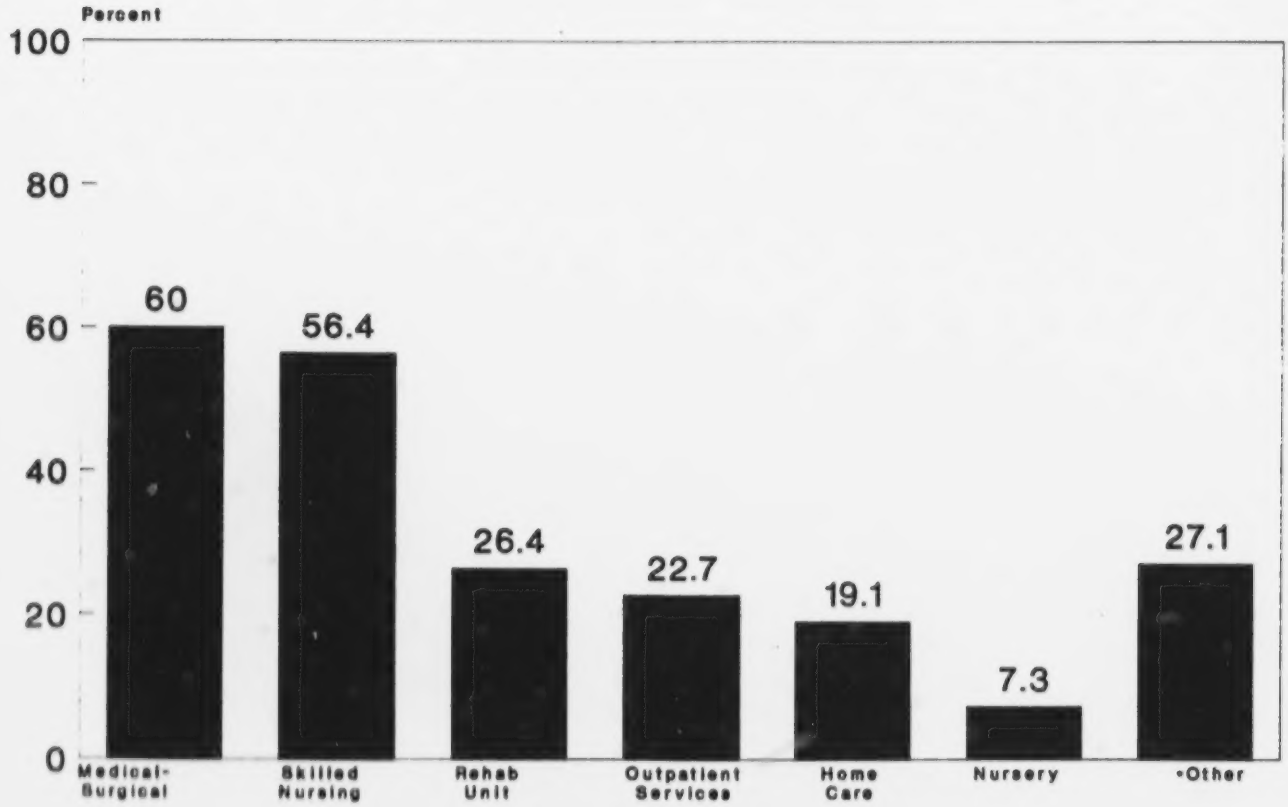
California Health Agencies in Sample Additional Skills Agencies Desire LVN's to Perform



Number of Agencies...104

*Note: Other includes More Pharmacology, Teaching, Computer Registration, Quality Assurance Skills.

California Health Agencies in Sample
AREAS OF GREATEST FUTURE CLINICAL NEED FOR LVN'S



Number of Agencies...110

Note: Other includes Operating Room, Critical Care, Labor and Delivery

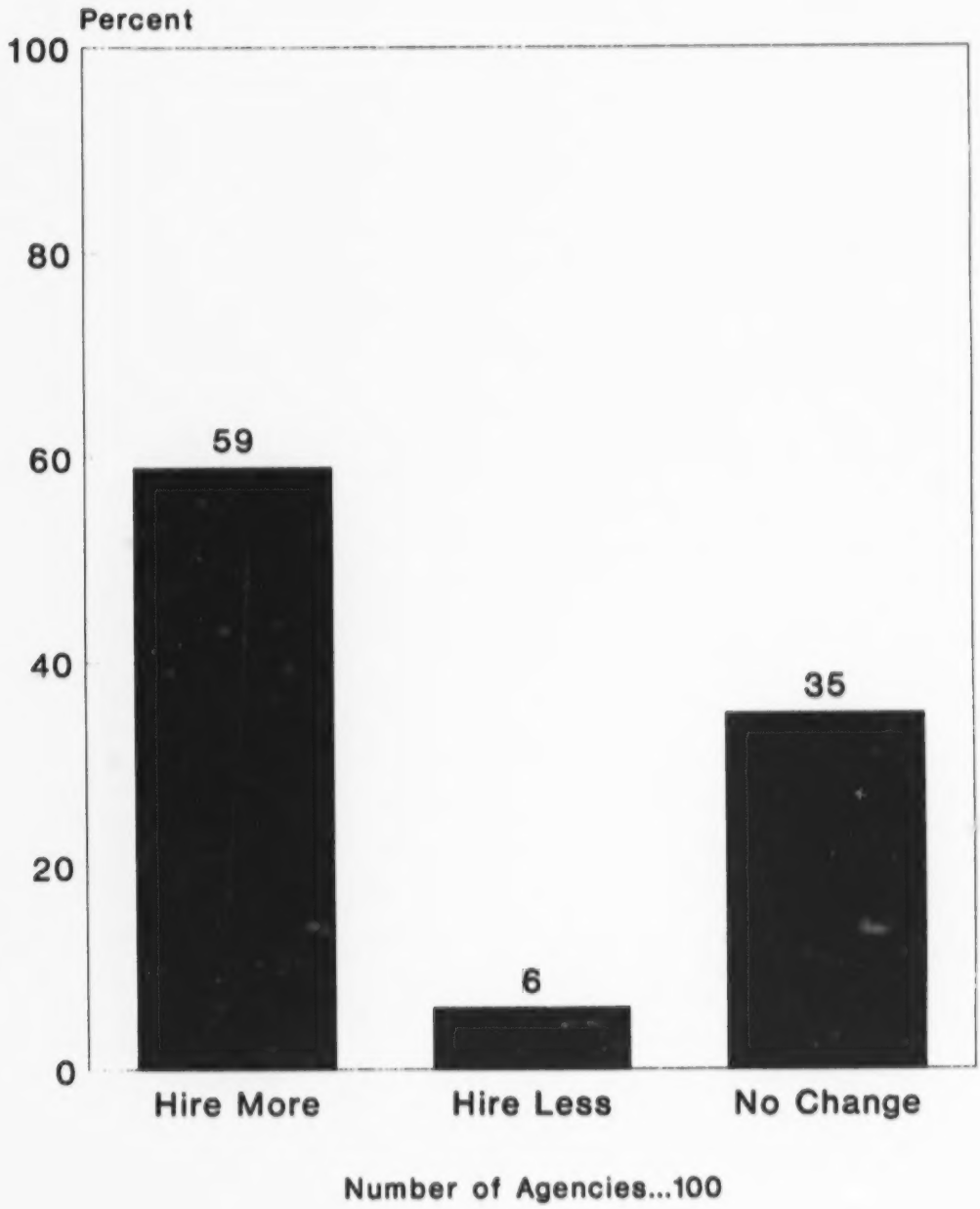
AGENCIES' HIRING PLANS

Agency Type	Hiring Plan		
	Hire More	Hire Less	No Change
Acute Care Hospital	23%	4%	23%
Skilled Nursing Facility	24%	0%	6%
Acute Care and Skilled Nursing/or Rehab Facility	3%	2%	2%
Other	9%	0%	4%
TOTAL	59%	6%	35%

Number of Agencies...100

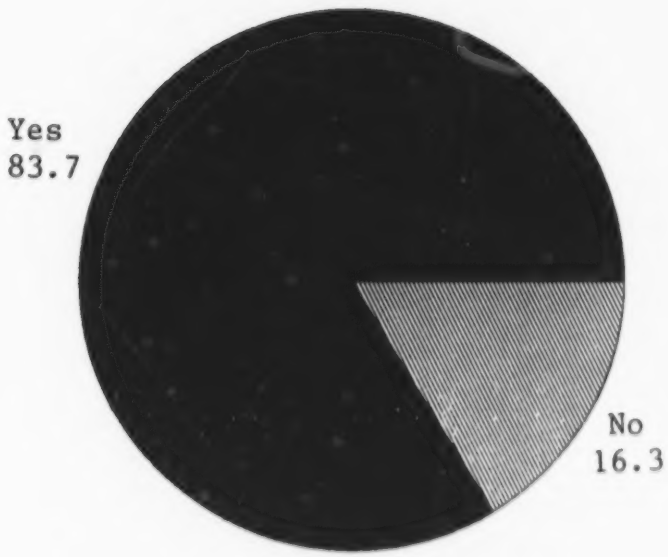
Note: Other includes Home Health Care, Hospice, and Registry

California Health Agencies in Sample
FUTURE PLANS TO HIRE LVN'S



Number of Agencies...100

PERCENT OF AGENCIES THAT WOULD HIRE MORE LVN'S (if available)



Number of Agencies...104

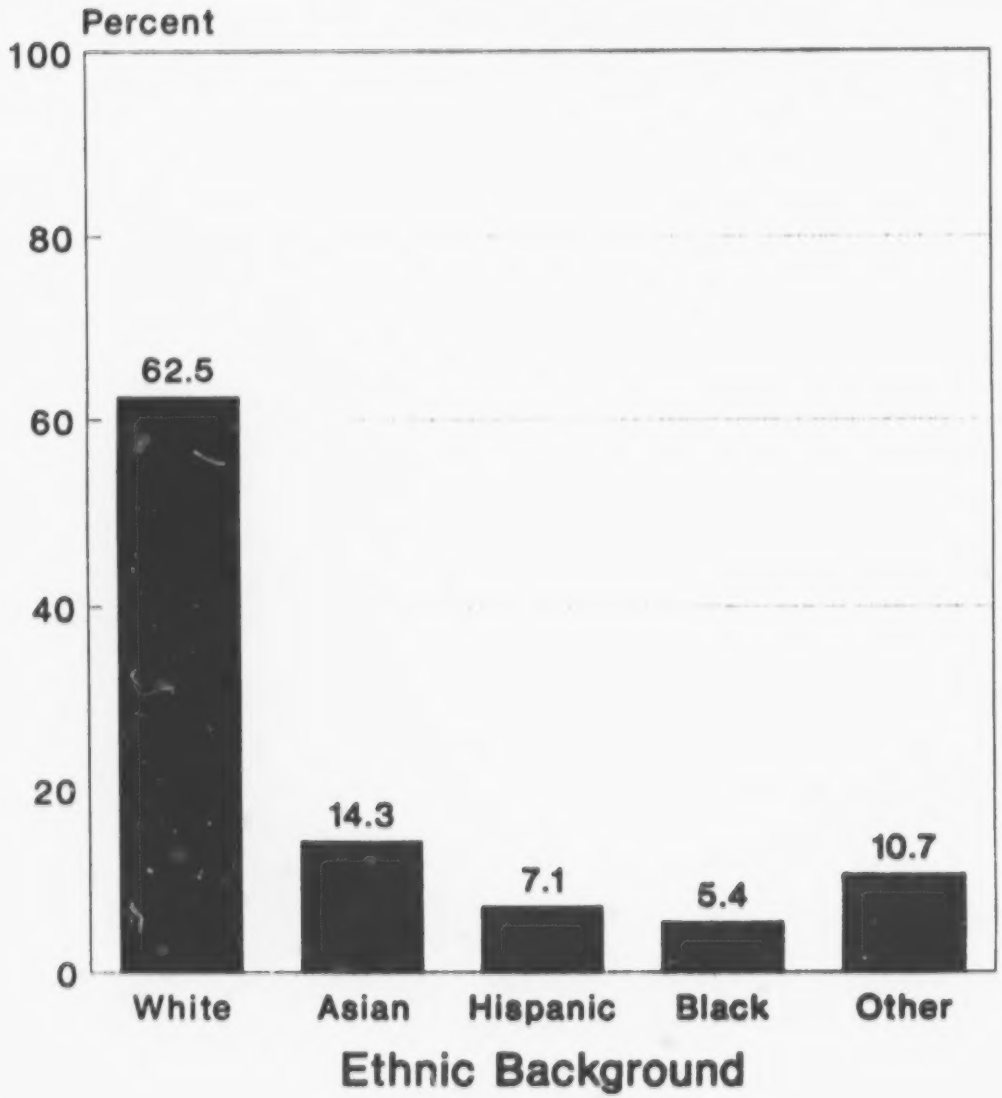
AGENCY HIRING AND TERMINATION DURING LAST YEAR

- ✓93 agencies reported hiring an average of 6.6 full time LVN's during the last year.
- ✓84 agencies reported hiring an average of 2.79 part-time LVN's during the last year.
- ✓98 agencies reported an average of 7.2 LVN's terminated employment last year.

VOCATIONAL NURSE INFORMATION

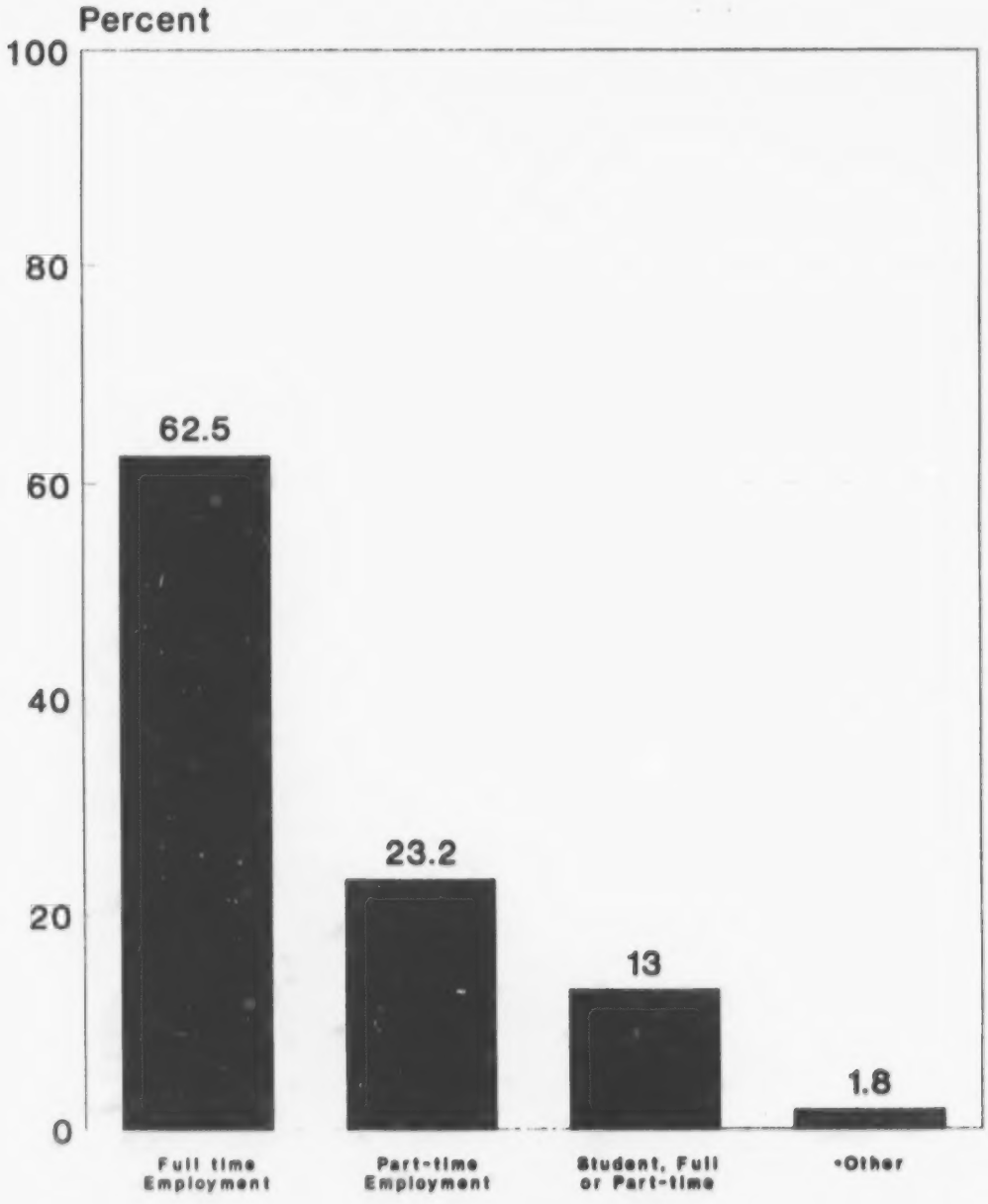
LVN DEMOGRAPHICS

Age: 34.4 years mean age
Sex: 83.9% - Females
16.1% - Males



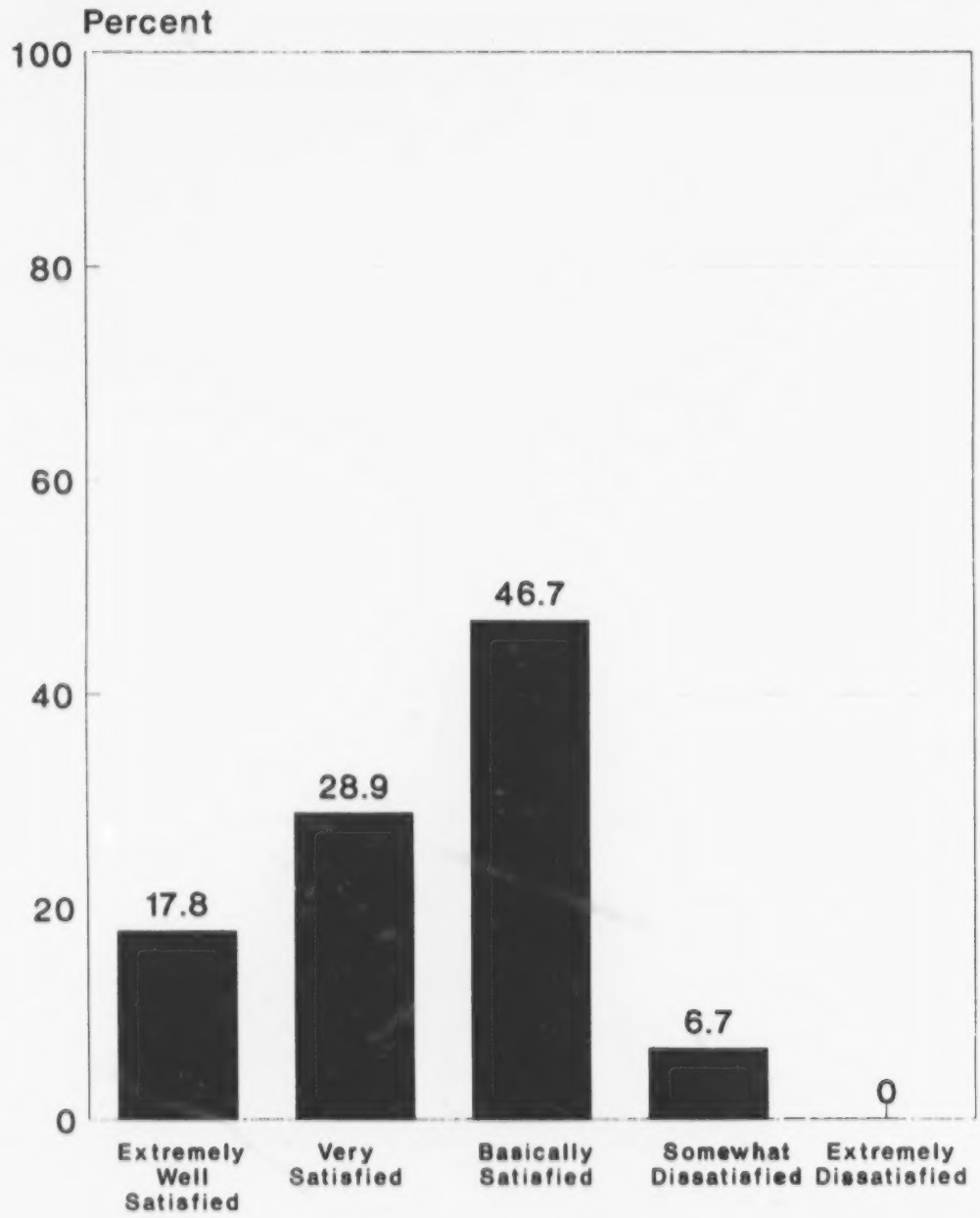
Number of LVN's...56

LVN EMPLOYMENT STATUS



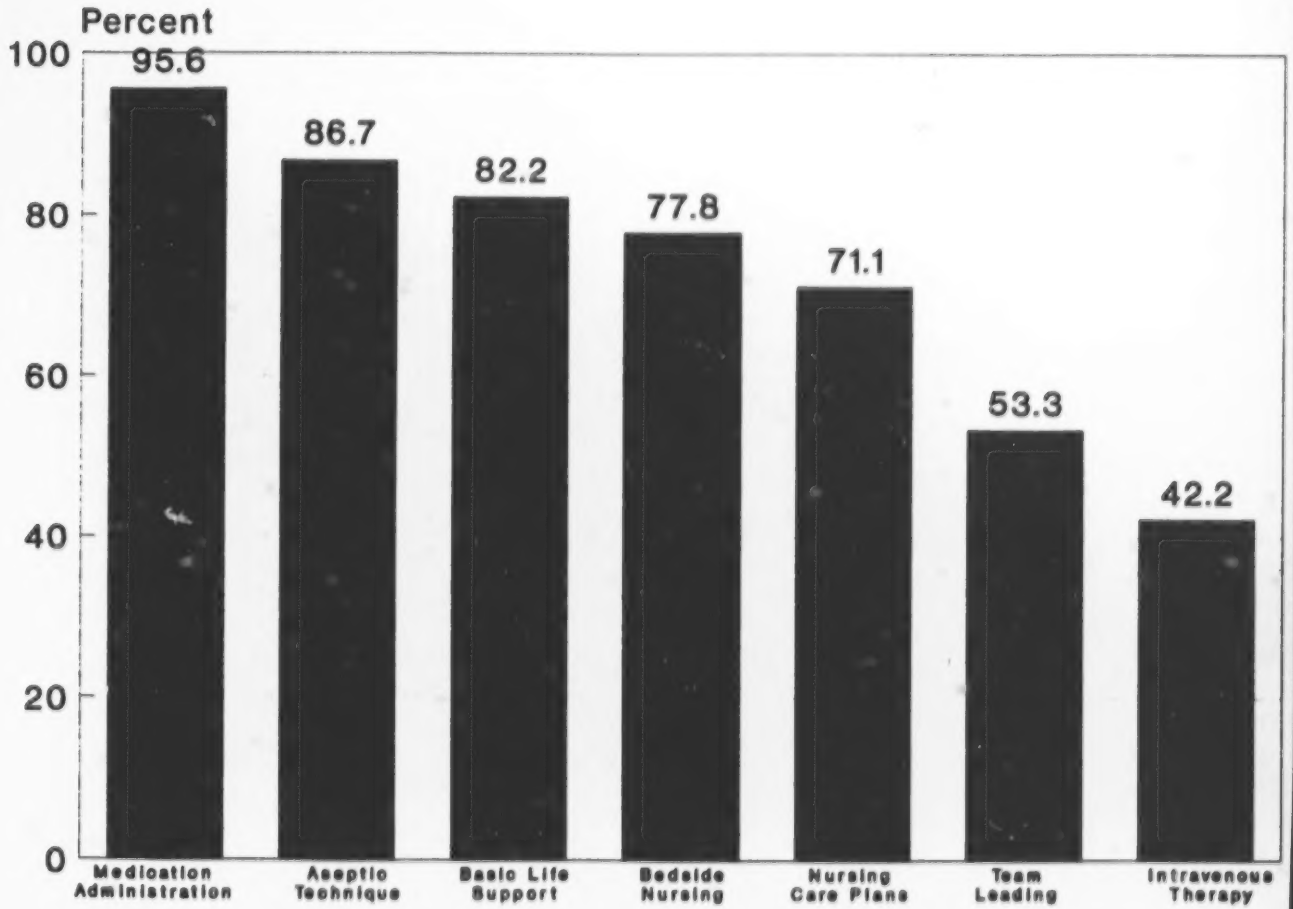
Number of LVN's...56
•Note: OTHER includes family reasons, working as R.N.

LVN LEVEL OF JOB SATISFACTION



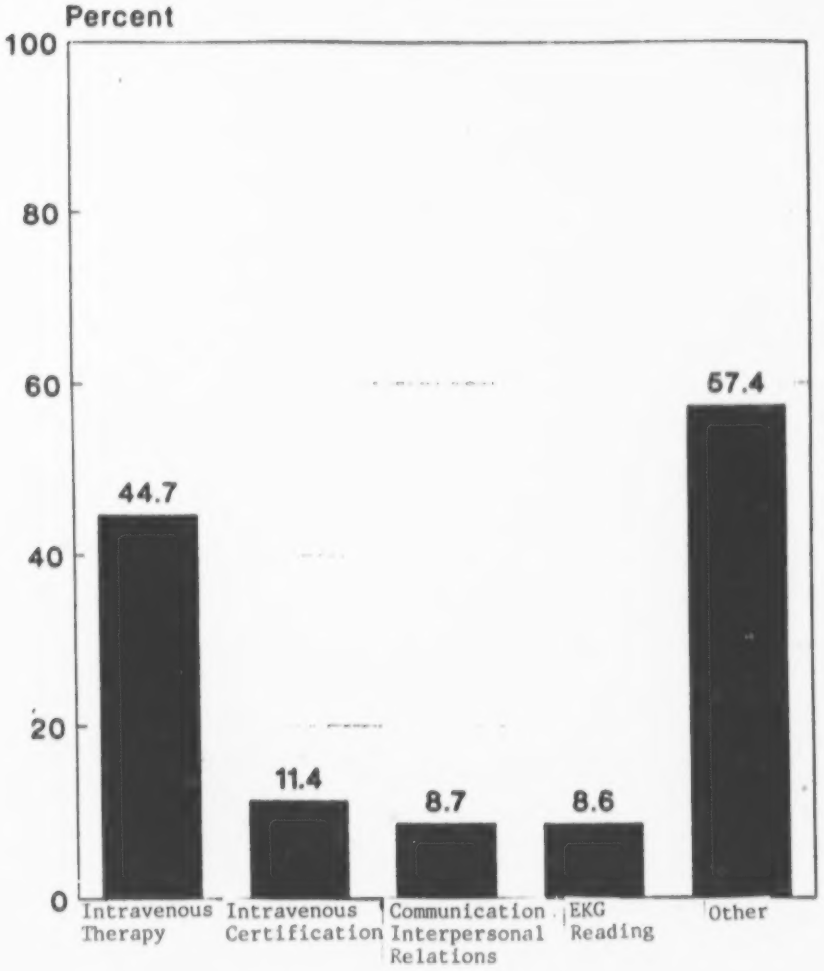
Number of LVN's...45

CLINICAL FUNCTIONS PERFORMED BY LVN'S



Number of LVN's...45

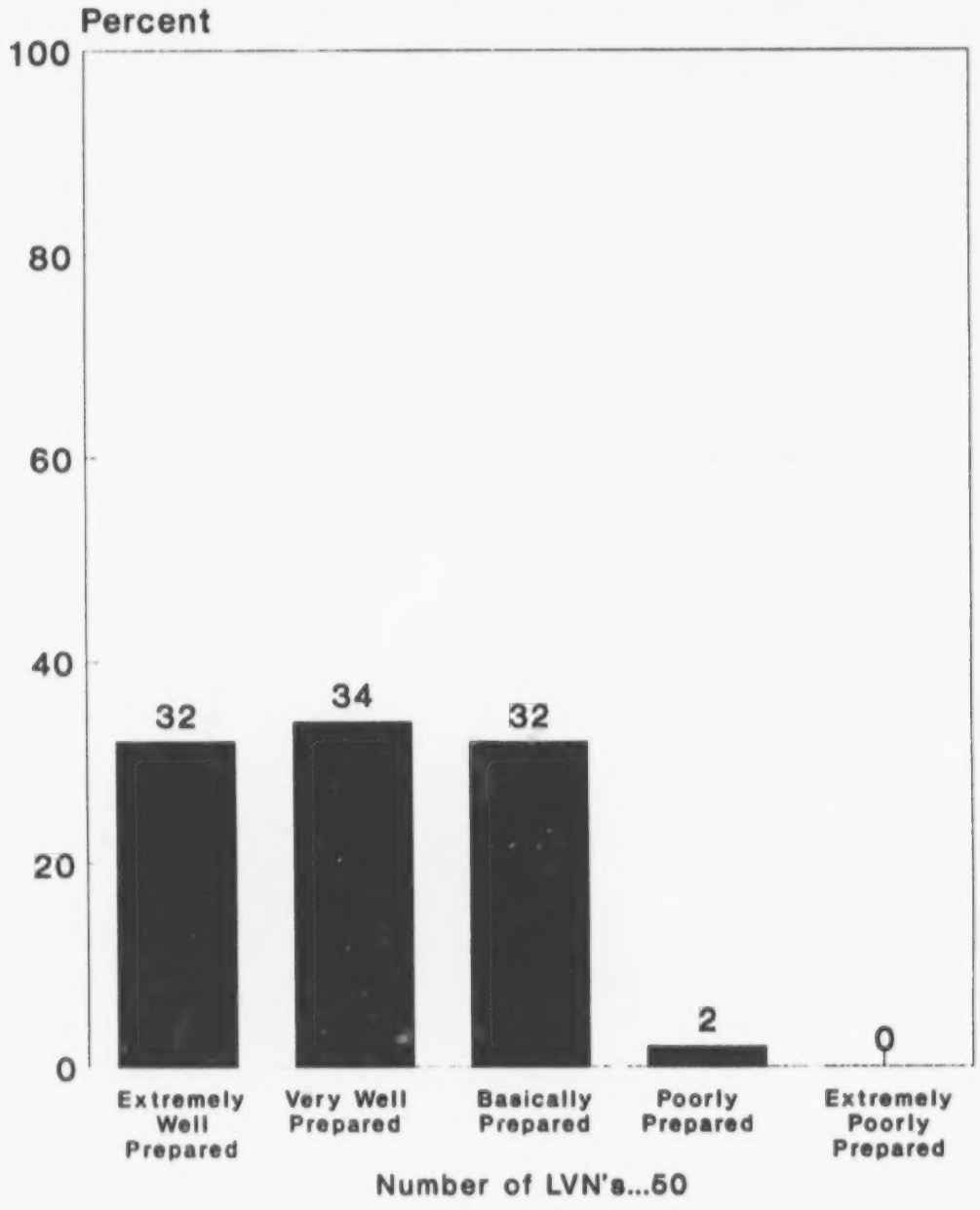
LVN'S SUGGESTIONS FOR ADDITIONAL CONTENT IN EDUCATIONAL PREPARATION



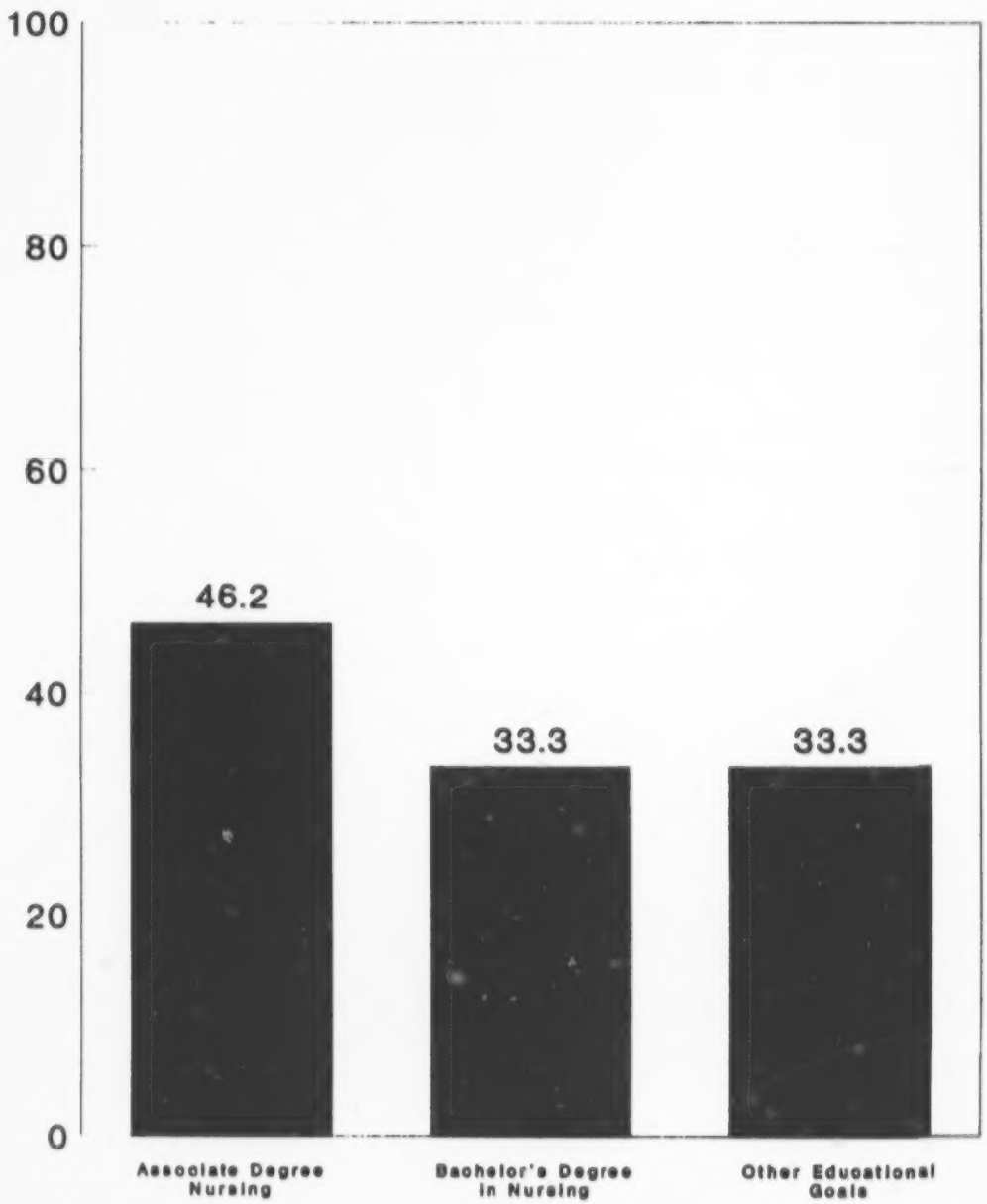
Number of LVN's...34-39

Note: OTHER includes Pharmacology, Advanced Cardiac Life Support, Physiology, Nursing Clinical Procedures, Nursing Care Plans, Physical Assessment Skills, Ventilator/Respirator Care Skills, Nasogastric Tubes, Long-term Care Experience, Charge Nursing Skills, Blood Withdrawal Skills, more clinical experiences.

LVN LEVEL OF SATISFACTION WITH EDUCATIONAL PREPARATION



FUTURE EDUCATIONAL GOALS OF LVN'S



Number of LVN's responding ranged from 51-54.

Note: Some LVN's indicated several educational goals including both ADN, BSN or other.

APPENDIX C

ADVISORY COMMITTEE

1. Cecelia Estrada	VN Faculty, North
2. Zurline Thornhill	VN Faculty, South
3. Patty Vail	VN Director, North
4. Patricia Twyman	VN Director, South
5. Patricia Lenihan	LTC Administrator
6. Mari Jo Craft	Acute Care Administrator
7. Barbara Headman	Community Care Administrator
8. Penny Sawyer	Coalition of Nursing Organizations
9. Eileen Liang	Occ. Ed. Deans CC
10. Lyla Cromer	Assistant Dean Health Sciences
11. Susan Beer	Vocational Nurse/RN
12. Karen Laundry	Vocational Nurse
13. Barbara Whitney	Consultant, LVNPTE
14. Bobbi Juzek	Project Monitor, CCC

Doris Zylinski, Project Director
Barbara McMahon, Consultant

APPENDIX D

Questionnaires:

PROGRAM

AGENCY

VOCATIONAL NURSE

SURVEY OF VOCATIONAL NURSING PROGRAMS

Your cooperation in completing this questionnaire is greatly appreciated.

1. Name of educational institution: _____

   Address: _____

   Telephone: _____

2. What is the population of the area from which you draw most of your students?

   ____ a. less than 50,000
   ____ b. 50,000 to 99,999
   ____ c. 100,000 to 300,000
   ____ d. over 300,000

3. Is your location considered ____ urban? ____ rural?

4. How many students are currently enrolled in the VN program?

   _____ No. of female students: _____ Part time; _____ Full time

   _____ No. of male students: _____ Part time; _____ Full time

5. What is the <u>average</u> age of currently enrolled students?

   ____ a. below 20 years
   ____ b. 20-25 years
   ____ c. 26-30 years
   ____ d. 31-40 years
   ____ e. over 40 years

6. What is the ethnic mix of the currently enrolled students? Please enter actual numbers in each category.

   ____ American Indian/Alaskan
   ____ Asian/Pacific Islander
   ____ Black/non-Hispanic
   ____ Caucasian (white)
   ____ Hispanic
   ____ Other (Please specify) _____

7. Do you have a waiting list for admission? ____ Yes ____ No

   If "yes," how many? _____

   When you next class starts, will you be able to accommodate (accept) all of these applicants? ____ Yes ____ No

8. What financial/support services are available to students? (Please check all that apply.)

___ a. none
___ b. state scholarship aid
___ c. local scholarship aid
___ d. loans
___ e. tutorial services
___ f. basic skills assistance
___ g. counseling
___ h. peer counseling
___ i. learning disabilities assistance
___ j. child care

Are these services ___ adequate? ___ limited?

9. How often are students admitted to your VN program?

___ a. once a year
___ b. twice a year (each semester)
___ c. three times a year (quarter term)
___ d. other (Please specify): _____

10. What are the requirements for admission? (Check all that apply.)

___ a. High school graduate or equivalent
___ b. Grade point average. If yes, please specify the required:

High school GPA: _____

College transfer GPA: _____

___ c. English competency/ability test
___ d. Math competency/ability test
___ e. Previous health care employment
___ f. Computer literacy
___ g. Other (Please specify): _____

_____

_____

11. Do you require any prerequisites to be completed prior to entering the program? (Check all that apply.)

___ a. Cardiopulmonary resuscitation (CPR)/Basic life support
___ b. Anatomy
___ c. Physiology
___ d. Pharmacology
___ e. Nutrition
___ f. Normal human growth and development
___ g. Other (Please specify): _____

_____

12. If courses are not <u>required</u> to be taken before a student enrolls in the VN nursing program, are students encouraged or advised to take any courses before enrollment?

___ No
___ Yes (Please specify which course work is encouraged)

_____

_____

_____

13. Indicate the number of theory and clinical clock hours and/or units required in the following clinical areas:

	Clock Hours Theory	Clock Hours Clinical	Units (if appropriate)
Fundamentals of Nursing	____	____	____
Medical-Surgical Nursing	____	____	____
Maternity Nursing	____	____	____
Geriatric Nursing	____	____	____
Pediatric Nursing	____	____	____
Psychiatric/Mental Health Concepts	____	____	____
Other (please specify)	____	____	____
_____	____	____	____
_____	____	____	____
_____	____	____	____

14. Identify clinical setting used and total clock hours spent in each setting:

		Clock Hours
___ a.	medical inpatient	____
___ b.	surgical inpatient	____
___ c.	labor/delivery	____
___ d.	post partum	____
___ e.	pediatric inpatient	____
___ f.	pediatric outpatient	____
___ g.	same day care	____
___ h.	Critical Care Unit	____
___ i.	emergency room	____
___ j.	skilled nursing	____
___ k.	rehabilitation	____
___ l.	psychiatric unit	____
___ m.	home health	____
___ n.	adult day care	____
___ o.	adult day health care	____
___ p.	other (please specify)	____
	_____	____
	_____	____
	_____	____

15. How is the following content taught?

	Integrated with nursing	Approximate # clock hours	Separate Course	Approximate # clock hours
Anatomy	_____	_____	_____	_____
Physiology	_____	_____	_____	_____
Psychology	_____	_____	_____	_____
Pharmacology	_____	_____	_____	_____
Nutrition	_____	_____	_____	_____
Normal Growth and Development	_____	_____	_____	_____
Other (please specify)				
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

16. Is intravenous therapy certification required for VN graduation?

____ Yes ____ No

17. What is the total number of units required for completion of the VN program?

____ Quarter Units ____ Hours

____ Semester Units

18. What is the minimum passing grade in the nursing courses?

_____ Theory grade _____ Clinical grade

19. What is the average length in calendar months required to complete program?

_____ Months

20. Do you have an apprenticeship program? ____ Yes ____ No

_____

_____

_____

21. How many times can a student re-enter your VN program? _____

22. Which of the following previous educational experiences qualifies as transfer credit?

____ a. courses taken other accredited vocational nursing programs
____ b. courses from accredited registered nursing programs
____ c. courses from accredited psychiatric technician programs
____ d. armed services nursing courses
____ e. certified nursing assistant courses
____ f. other (please specify)

_____

_____

_____

23. What is the unifying theme or organizing framework of your curriculum?

____ a. Body systems/medical model

____ b. Nursing theory or model (please specify)

_____

____ c. Other framework (please specify)

_____

24. Does your program include a team-leading or leadership component?

____ Yes ____ No

If "yes", how many theory hours _____

clinical hours _____

25. What was the average passing percentage of your program's graduates on last year's NCLEX-PN examination?

_____%

What was the average passing percentage for the last five years?

_____%

26. What mechanisms are used to evaluate your program?

____ a. faculty review and evaluation
____ b. student evaluations of courses
____ c. student evaluations of faculty
____ d. input from clinical faculty
____ e. input from clinical facilities which employ graduates
____ f. other (please specify)

_____

27. A. Is you curriculum designed to be the first year of an associate degree in nursing?

____ Yes ____ No

_____

_____

_____

B. Do you have any written articulation agreements?

____ Yes ____ No

If "yes", with whom? _____

_____

28. Number and educational preparation of full-time faculty:

TOTAL number of full-time faculty: _____

____ Number with diploma or associate degree in nursing

____ Number with bachelor's degree in nursing

____ Number with master's degree or above

____ Number with vocational nursing preparation

29. Number and educational preparation of part-time faculty:

TOTAL number of part-time faculty: _____

____ Number with diploma or associate degree in nursing

____ Number with bachelor's degree in nursing

____ Number with master's degree or above

____ Number with vocational nursing preparation

30. Please list the names and mailing addresses of three clinical agencies in your area who currently employ Vocational Nurses. Include, if possible, the name of a contact person, such as a Nursing Director.

a. AGENCY NAME: _____

ADDRESS: _____

_____

CONTACT PERSON: _____

(TITLE:_____)

b. AGENCY NAME: _____

ADDRESS: _____

_____

CONTACT PERSON: _____

(TITLE:_____)

c. AGENCY NAME: _____

ADDRESS: _____

_____

CONTACT PERSON: _____

(TITLE:_____)

31. Information about person completing questionnaire:

NAME: _____

(TITLE: _____)

ADDRESS: _____

_____

TELEPHONE: _____

32. Would you like a summary of the findings of this survey?

_____ Yes _____ No

Information obtained in this survey will be kept confidential.

Thank you very much for completing the questionnaire.

HEALTH CARE FACILITY SURVEY

Name of Agency _____

1. Type of agency:
   ___ a. acute care hospital
   ___ b. skilled nursing facility
   ___ c. acute care and skilled nursing facility
   ___ d. acute, skilled, rehabilitation facility
   ___ e. Other (describe) _____

2. Total number of inpatient beds. _____

3. Do you provide outpatient services? ___ Yes ___ No
   If yes, average number of monthly visits: _____

4. Do you provide home care services ___ Yes ___ No
   If yes, average number of monthly visits: _____

5. Number and type of nursing personnel employed in your agency:

	Full time	Part time	Per Diem	Registry
Registered Nurses	_____	_____	_____	_____
Vocational Nurses	_____	_____	_____	_____
Nursing Assistants	_____	_____	_____	_____

6. If you currently do not hire LVN's, state the reason:

7. Would you anticipate hiring LVN's in the future?
   ___ Yes ___ No

IF YOU DO NOT HIRE LVN'S AND DO NOT INTEND TO HIRE THEM IN THE FUTURE, YOU NEED NOT COMPLETE THE REMAINDER OF THIS SURVEY BUT WE WOULD APPRECIATE YOUR RETURNING THE SURVEY FOR STATISTICAL PURPOSES.

8. How many LVN's were hired by your agency during the last 12 months?

Full time	Part time	Per Diem	Registry
_____	_____	_____	_____

9. How many LVN's terminated employment with your agency during the last 12 months? _____
   Reasons:
   _____
   _____

10. Would your agency hire more LVN's if they were available?
    ___ Yes ___ No

11. Identify clinical areas in which LVN's are currently assigned:

___ a. medical surgical inpatient units
___ b. critical care/coronary care units
___ c. operating room
___ d. recovery room
___ e. emergency room
___ f. labor and delivery
___ g. nursery
___ h. post partum
___ i. pediatrics department
___ j. rehab units
___ k. outpatient services
___ l. home care services
___ m. Other: specify _____
_____

12. Identify functions currently performed by LVN's.

___ a. basic bedside care
___ b. team leading
___ c. writing nursing care plans
___ d. medication administration
___ e. blood withdrawal
___ f. IV therapy
___ g. health teaching

13. Do you require IV certification?

___ a. prior to employment
___ b. concurrent with employment
___ c. no

14. What additional skills/functions would you like LVN's to be able to perform?

15. What criteria is most influential in making the placement decision regarding an LVN?

___ a. program LVN graduated from
___ b. previous experience
___ c. availability of a good preceptor on unit
___ d. Other (describe) _____
_____
_____

16. Indicate how satisfied you are with the performance of the LVN's currently working in your agency.

___ a. extremely well satisfied
___ b. very satisfied
___ c. basically satisfied
___ d. slightly dissatisfied
___ e. extremely dissatisfied

17. In the next five years, would your agency like to:
___ a. hire more LVN's
___ b. hire fewer LVN's
___ c. make no change in employment of LVN's

18. Identify the areas of greatest need for LVN's in the future:
___ a. general medical-surgical
___ b. critical care
___ c. operating room
___ d. labor/delivery
___ e. nursery
___ f. rehabilitation units
___ g. skilled nursing
___ h. outpatient services
___ i. home care
___ j. Other (describe) _____
_____
_____

Name of person filling out form: _____

Title: _____

Facility: _____

Phone: _____

Thank you!

SURVEY OF LICENSED VOCATIONAL NURSES

Instructions: This questionnaire is part of a California community college special project grant and is designed to obtain data for use in developing a model curriculum for Vocational Nursing programs. Information obtained in this survey will be kept confidential.

Demographic Information

1. Age: ____ years

2. Sex: _____ Female _____ Male

3. Ethnic background:

   _____ a. American Indian/Alaskan
   _____ b. Asian/Pacific Islander
   _____ c. Black/Non-Hispanic
   _____ d. Caucasian (White)
   _____ e. Hispanic
   _____ f. Other (please specify: _____)

4. Is English your first (primary) language? _____ Yes _____ No

Educational Background

5. Indicate with an "x" your educational background (Check all that apply.)
   _____ a. High school graduate
   _____ b. High school equivalency
   _____ c. Vocational Nursing Certificate
   _____ d. Vocational Nursing Associate Degree
   _____ e. Other. Please describe: _____

   _____

6. What was your grade point average from your vocational nursing program?
   _____ GPA

7. What are your future educational goals?
   _____ a. Associate Degree in Nursing
   _____ b. Bachelor Degree in nursing
   _____ c. Other; please describe _____

   _____

8. What year did you complete your vocational program? _____

9. Where did you complete your vocational nursing program?

   State _____

10. Please indicate with an "x" how well you think your vocational nursing program prepared you for the clinical work expected of you in your <u>first job</u>:

_____ a. extremely well prepared
_____ b. very well prepared
_____ c. basically prepared
_____ d. poorly prepared
_____ e. extremely poorly prepared

11. Please describe any theory or clinical experience <u>not</u> included in your program that you feel is necessary to work as an LVN today:

_____

_____

_____

_____

_____

12. Please describe any theory or clinical experience you think should be included in vocational nursing programs to meet the practice needs of an LVN in health care settings over the next 5 years:

_____

_____

_____

_____

_____

<u>Occupational</u> Background

13. Since becoming licensed as a vocational nurse, how long have you worked as an LVN? _____ years.

14. How many different jobs have you had since you were licensed as a vocational nurse? _____.

15. Are you currently employed as an LVN?

Full-time ____ Yes ____ No
Part-time ____ Yes ____ No

If you are NOT working full-time as an LVN, indicate with an "x" the major reason why not:

____ a. LVN jobs not available
____ b. inadequate compensation (salary and benefits)
____ c. poor working conditions for LVN's: please describe. _____
_____
_____
____ d. working in another career/job
____ e. other; please describe _____
_____

IF YOU ARE NOT WORKING AS AN LVN
DO NOT COMPLETE THE REST OF THE SURVEY

16. If you are CURRENTLY WORKING (full or part-time) as an LVN, PLEASE ANSWER THE FOLLOWING:

A. How long have you worked in your current job? _____ years

B. How many patients are usually assigned to you? _____

C. Do you consider your usual patient/clinical assignment as:

____a. light
____b. average
____c. heavy

D. How satisfied are you with your current job?

____a. extremely well satisfied
____b. very satisfied
____c. basically satisfied
____d. somewhat dissatisfied
____e. extremely dissatisfied

E. Do you consider your salary adequate? ____ Yes ____ No

F. What is your hourly wage? $_____ per hour

G. Please indicate with an "x" the benefits included with your employment. Check all that apply.
____ a. health insurance
____ b. life insurance
____ c. paid vacation (____ days per year)
____ d. paid sick leave (____ days per year)
____ e. child care
____ f. Other; please describe: _____
_____

H. Please indicate with an "x" the clinical area in which you are currently employed:

_____ a. operating room
_____ b. recovery room
_____ c. emergency room
_____ d. labor and delivery/obstetrics
_____ e. postpartum unit
_____ f. newborn nursery
_____ g. hemodialysis unit
_____ h. outpatient clinic
_____ i. radiology
_____ j. medical-surgical inpatient unit
_____ k. pediatric inpatient unit
_____ l. critical care unit
_____ m. outpatient surgery
_____ n. rehabilitation
_____ o. other (please specify): _____

_____

I. Who is your direct supervisor?

_____ RN
_____ LVN
_____ Physician
_____ Other (please specify): _____

J. Please indicate with an "x" the functions expected of you in your job:

_____ a. starting IV lines
_____ b. IV fluid therapy
_____ c. cardiopulmonary resuscitation (CPR)/basic life support
_____ d. blood withdrawal/venipuncture
_____ e. medication administration
_____ f. basic bedside nursing
_____ g. aseptic technique
_____ h. team leading/delegation
_____ i. writing nursing care plans
_____ j. telemetry data collection
_____ k. other (please list): _____

_____

Thank you for completing the questionnaire. Please return it in the enclosed, stamped, self-addressed envelope to:

Doris Zylinski, Dean
Health Occupations
Napa Valley College
Napa, CA 94558

ERIC Clearinghouse for Junior Colleges
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